

**HUMAN RESOURCES DIRECTORATE  
PAY AND EMPLOYMENT UNIT**



Department of  
**Health, Social Services  
and Public Safety**

An Roinn

**Sláinte, Seirbhísí Sóisialta  
agus Sábháilteachta Poiblí**

[www.dhsspsni.gov.uk](http://www.dhsspsni.gov.uk)

**Chief Executive of each HPSS  
organisation<sup>1</sup>**

For information:

Director of Finance  
Director of Human Resources  
Director of Medical Services  
Director of Public Health  
Director of Dental Services  
of each body

Room D.1, Castle Buildings,  
Stormont Estate,  
BELFAST  
BT4 3SR

Tel: 028 9052 2344

Fax: 028 9052 2912

eMail: [p&e@dhsspsni.gov.uk](mailto:p&e@dhsspsni.gov.uk)

**Circular HSS (TC8) 9/2006**

Our Reference: **BC 488/06**

7 November 2006

Dear Colleague

**PAY AND CONDITIONS OF SERVICE:  
UPLIFT TO SALARIES, FEES AND ALLOWANCES PAYABLE TO  
CONSULTANTS WITH EFFECT FROM 1 NOVEMBER 2006**

1. The revised salaries, fees and allowances for consultants on both the pre 2004 and 2004 consultant contract apply in full with effect from 1 November 2006. Please implement and, where necessary, backdate the new awards as soon as possible.
2. Consultants have already received a 1 per cent increase to their salaries, fees and allowances from 1 April 2006. This circular provides details of the further uplift to consultants' salaries, fees and allowances from 1 November 2006 to implement the full award for 2006/07 of 2.2%.

**Enquiries**

3. Employees should direct personal enquiries to their employer. Any enquiries that cannot be resolved locally should be directed to Pay and Employment Unit or by email to: [p&e@dhsspsni.gov.uk](mailto:p&e@dhsspsni.gov.uk).

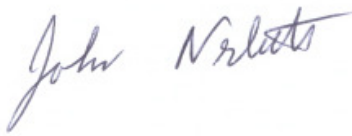
---

<sup>1</sup> Health and Social Services Boards, HSS Trusts, the Central Services Agency (CSA) the Health Promotion Agency, the Northern Ireland Medical Physics Agency, the Northern Ireland Guardian Ad Litem Agency, the Northern Ireland Practice & Education Council for Nursing and Midwifery, Northern Ireland Social Care Council, the Northern Ireland Medical and Dental Training Agency and the Northern Ireland Health and Personal Social Services Regulation and Improvement Authority.

**Further copies**

4. Copies of this circular can be obtained from the Department's website at [www.dhsspsni.gov.uk](http://www.dhsspsni.gov.uk).

Yours sincerely

A handwritten signature in cursive script, appearing to read "John Nesbitt".

**JOHN NESBITT**

Assistant Director of Human Resources

[Pay Circular (M&D) 4/2006]

## ANNEX A SECTION 1

TERMS AND CONDITIONS OF SERVICE OF HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE AND DENTAL PUBLIC HEALTH STAFF

**BASIC RATES OF PAY PER ANNUM effective from 1 November 2006 (unless otherwise stated) NB - Endnotes appear at section 9 of Annex A**

Grade	Pay Scale Code	Basic salary (£)													
		Pay threshold													
<b>2004 Consultant Contract</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>						
Period spent on each threshold		1 year	1 year	1 year	1 year	5 years	5 years	5 years	Final						
Consultant appointed on or after <b>15 January 2004</b>	<b>M400</b>	70,822	73,071	75,320	77,569	79,812	85,153	90,495	95,831						
Consultant appointed before <b>15 January 2004</b>		See Section 2: Table 1													
		<b>Min</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
Consultant (Old Contract)	<b>M027<sup>1</sup></b>	58,632	62,899	67,167	71,434	76,300									
Associate Specialist	<b>M080</b>	34,977	38,788	42,598	46,408	50,219	54,029	59,061	63,422	65,232 <sup>2</sup>	67,593 <sup>2</sup>	69,954 <sup>2</sup>	72,315 <sup>2</sup>	74,676 <sup>2</sup>	77,039 <sup>2</sup>
Staff Grade Practitioner	<b>M210<sup>1</sup></b>	31,547	34,131	36,714	39,298	41,882	44,465	47,049	49,632						
Staff Grade Practitioner	<b>M211/M212<sup>3</sup></b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>		
		31,547	34,131	36,714	39,298	41,882	44,924	47,049 <sup>4</sup>	49,632 <sup>4</sup>	52,216	54,800 <sup>4</sup>	57,383 <sup>4</sup>	59,968 <sup>4</sup>		
SCMO	<b>M020<sup>1</sup></b>	43,059	45,741	48,422	51,103	53,785	56,466	59,147	61,829						
CMO	<b>M019<sup>1</sup></b>	30,179	31,867	33,555	35,243	36,931	38,619	40,307	41,996						
Senior Registrar	<b>M0100<sup>1</sup></b>	33,325	35,092	36,860	38,628	40,395 <sup>5</sup>	42,163 <sup>5</sup>	43,931 <sup>5</sup>							
Registrar	<b>M0120<sup>1</sup></b>	28,930	30,395	31,860	33,325	35,092									
Specialist Registrar	<b>M101</b>	28,930	30,395	31,860	33,325	35,092	36,860	38,628	40,395 <sup>5,1</sup>	42,163 <sup>5</sup>	43,931 <sup>5</sup>				
Senior House Officer	<b>M0140</b>	25,882	27,617	29,352	31,087	32,822	34,557	36,292							
House Officer	<b>M0180</b>	20,741	22,076	23,411											
PRHO	<b>M0180</b>	20,741	22,076												
Hospital practitioners/session	<b>M0200-204</b>	4,218	4,462	4,706	4,951	5,195	5,439	5,683							

**ANNEX A: SECTION 2**  
**CONSULTANT PAY AND ALLOWANCES**

**Table 1**

**Basic salary for consultants appointed before 15 January 2004**

<b>Pay Scale</b>	<b>Seniority</b>	<b>Pay Threshold</b>	<b>Basic salary (2006/07)</b>	<b>Years after transfer before threshold level changes</b>
<b>M430</b>	30+	7	£85,153	Salary on transfer
		8	£90,495	1 year after transfer
			£95,831	2 years after transfer
<b>M421</b>	21-29	6	£79,812	Salary on transfer
		7	£85,153	1 year after transfer
		8	£90,495	2 years after transfer
<b>M420</b>	20	8	£95,831	3 years after transfer
		6	£79,812	Salary on transfer
		7	£85,153	1 year after transfer
<b>M419</b>	19	8	£95,831	3 years after transfer
		6	£79,812	Salary on transfer
		7	£85,153	1 year after transfer
<b>M418</b>	18	8	£95,831	5 years after transfer
		6	£79,812	Salary on transfer
		7	£85,153	2 years after transfer
<b>M417</b>	17	8	£95,831	3 years after transfer
		6	£79,812	Salary on transfer
		7	£85,153	2 years after transfer
<b>M416</b>	16	8	£95,831	4 years after transfer
		6	£79,812	Salary on transfer
		7	£85,153	3 years after transfer
<b>M415</b>	15	8	£95,831	4 years after transfer
		6	£79,812	Salary on transfer
		7	£85,153	3 years after transfer
<b>M414</b>	14	8	£95,831	8 years after transfer
		6	£79,812	Salary on transfer
		7	£85,153	3 years after transfer
<b>M413</b>	13	8	£95,831	5 years after transfer
		6	£79,812	Salary on transfer
		7	£90,495	3 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (2006/07)	Years after transfer before threshold level changes
		8	£95,831	10 years after transfer
<b>M412</b>	12	6	£79,812	Salary on transfer
		7	£85,153	3 years after transfer
		8	£90,495	6 years after transfer
		8	£95,831	11 years after transfer
<b>M411</b>	11	6	£79,812	Salary on transfer
		7	£85,153	4 years after transfer
		8	£90,495	7 years after transfer
		8	£95,831	12 years after transfer
<b>M410</b>	10	6	£79,812	Salary on transfer
		7	£85,153	4 years after transfer
		8	£90,495	8 years after transfer
		8	£95,831	13 years after transfer
<b>M409</b>	9	6	£79,812	Salary on transfer
		7	£85,153	4 years after transfer
		8	£90,495	9 years after transfer
		8	£95,831	14 years after transfer
<b>M408</b>	8	6	£79,812	Salary on transfer
		7	£85,153	5 years after transfer
		8	£90,495	10 years after transfer
		8	£95,831	15 years after transfer
<b>M407</b>	7	6	£79,812	Salary on transfer
		7	£85,153	5 years after transfer
		8	£90,495	10 years after transfer
		8	£95,831	15 years after transfer
<b>M406</b>	6	5	£78,690	Salary on transfer
		6	£79,812	1 year after transfer
		7	£85,153	5 years after transfer
		8	£90,495	10 years after transfer
		8	£95,831	15 years after transfer
<b>M405</b>	5	*	£77,569*	Salary on transfer
		5	£78,690	1 year after transfer
		6	£79,812	2 years after transfer
		7	£85,153	6 years after transfer
		8	£90,495	11 years after transfer
		8	£95,831	16 years after transfer
<b>M404</b>	4	3	£72,510	Salary on transfer
		4	£75,320	1 year after transfer
		5	£77,569	2 years after transfer
		6	£79,812	3 years after transfer
		7	£85,153	6 years after transfer
		8	£90,495	11 years after transfer
		8	£95,831	16 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (2006/07)	Years after transfer before threshold level changes
<b>M403</b>	3	*	£71,944	Salary on transfer
		4	£74,193	1 year after transfer
		5	£77,569	2 years after transfer
		6	£79,812	3 years after transfer
		7	£85,153	7 years after transfer
		8	£90,495	12 years after transfer
		8	£95,831	17 years after transfer
<b>M402</b>	2	2	£71,383	Salary on transfer
		4	£73,071	1 year after transfer
		5	£77,569	2 years after transfer
		6	£79,812	3 years after transfer
		7	£85,153	8 years after transfer
		8	£90,495	13 years after transfer
		8	£95,831	18 years after transfer
<b>M401</b>	1	*	£70,822	Salary on transfer
		3	£71,944	1 year after transfer
		4	£75,320	2 years after transfer
		5	£77,569	3 years after transfer
		6	£79,812	4 years after transfer
		7	£85,153	9 years after transfer
		8	£90,495	14 years after transfer
8	£95,831	19 years after transfer		

\* For consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes.

**Additional supplement for Directors of Public Health (Chief Officer Supplement)**

**Table 2: Value of supplement (either contract)<sup>6</sup>**

Supplement Band <sup>7</sup>	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£12,769	£18,535	
Band B (Eastern Board)	M006	£4,944	£9,899	£12,769
Band C		£4,133	£8,239	£9,899
Band D (Northern, Southern and Western Boards)	M007	£3,295	£6,589	£8,239

(NB: Table 2 shows the value of the Director of Public Health supplement to be added to salary).

**Table 3: Total salary for DPH's on old contract (with additional supplement included)**

Supplement Band <sup>7</sup>	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£89,069	£94,835	
Band B	M006 <sup>1</sup>	£81,244	£86,199	£89,069
Band C		£80,433	£84,539	£86,199
Band D	M007 <sup>1</sup>	£79,595	£82,889	£84,539

(NB: Table 3 shows the value of the Director of Public Health supplement added to the maximum of the old consultant salary scale. **These total values are not to be used for consultants on the 2004 consultant contract**).

**Table 4: Clinical Excellence Awards (consultants on either contract)<sup>7</sup>**

<b>Awarded by Local Committee</b>	Step 1	£2,850
	Step 2	£5,700
	Step 3	£8,550
	Step 4	£11,400
	Step 5	£14,250
	Step 6	£17,100
	Step 7	£22,800
	Step 8	£28,500
	Step 9	£34,200
<b>Awarded by CEAC</b>	Step 10	£44,965
	Step 11	£56,206
	Step 12	£73,068

**Table 5: Consultant Discretionary Points (consultants on either contract)**

1	2	3	4	5	6	7	8
£3,088	£6,176	£9,264	£12,352	£15,440	£18,528	£21,616	£24,704

**Table 6: Distinction and Meritorious Service Awards (consultants on either contract)**

<b>Level of Award</b>	<b>Value</b>
A+ awards	£73,158
A awards	£53,911
B awards	£30,808

**Table 7: Intensity Supplements for Consultants (old contract only)**

<b>Banding</b>	<b>Value</b>
Daytime Intensity Supplement (paid yearly)	£1,204
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£907
Band 2 (medium intensity)	£1,808
Band 3 (high intensity)	£2,703

## ANNEX A: SECTION 5

### OTHER FEES, CHARGES AND ALLOWANCES

Paragraph <sup>11</sup> / Schedule <sup>12</sup>	Nature of fee, charge or allowance	<u>Payable for each</u>	Rate £	
32.b / Sch 10&11	Radiology and pathology tests (routine screening of employees)	Item of service	3.39	
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	4,830.76	
<b>STAFF FUND</b>				
88	Payment for each eligible bed	Year	615	
91(a)	Payment for provision of a casualty service:	Higher rate: Lower rate: 12 hrs per day Mon-Fri	Year Year Year	7,578 3,789 2,709
91(b)	Payment for each notional half-day of clinical work per week	Year	4,310	
91(b)	Payment for one hour or less of clinical work per week:	Year	1,147	
91(b)	Payment for one hour but not more than 2 hours of clinical work per week: (ie twice hourly rate)	Year	2,294	
93	Payment for each casualty seen, where the number is less than 200 per annum	Casualty seen	24.76	
94 & 105	Payment to part-time Medical and Dental Officers: per weekly notional half-day	Year	4,310	
94 & 105	Maximum annual payment (ie for 9 sessions)	Year	38,790	
94 & 105	Where the number of hours per week is not more than 2:			
“	Payment for 1 hour or less	Year	1,147	
“	Payment for more than 1 hour but not more than 2 hours (ie twice hourly rate)	Year	2,294	
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	23.34	
104	Maximum payment per session (ie three times hourly rate)	Session	70.02	
141 & 142/ Sch 11	DOMICILIARY CONSULTATIONS			
	Standard Rate	Item of service	77.22	
	Intermediate Rate	Item of service	38.61	
143/ Sch11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Series of visits	231.66	
145/ Sch10	Combined fee for completion of form A655	Item of service	117.78	
	For re-examination (provided previous form A655 available)	Item of service	100.63	
146	Lower rate	Item of service	19.33	

<b>Paragraph<sup>11</sup> /Schedule<sup>12</sup></b>	<b>Nature of fee, charge or allowance</b>	<b>Payable for each</b>	<b>Rate £</b>
155	Exceptional consultation by a consultant	Consultation	144.68
157	Exceptional consultation by a general practitioner	Consultation	47.74
165/ Sch 11	Fees for lectures to nurses, etc:		
	Consultants	Lecture	56.03
	Senior Hospital Medical and Dental Officers, Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	Lecture	44.40
	Other grades	Lecture	32.60
166/ Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	70.98

## ANNEX A: SECTION 8

### FAMILY PLANNING FEES AND MISCELLANEOUS

**EFFECTIVE FROM 1 APRIL 2005**

**NOTE:** The following fee and allowances do not form part of the Terms and Conditions of Service for Hospital Medical and Dental Staff, and are included in this handbook solely for the convenience of users.

#### 1. FAMILY PLANNING FEES

The fees for family planning work are increased with effect from 1 November 2006 as follows:-

	Operating Fee	Anaesthetist's Fee
i. Fee per case of male sterilisation performed		
a. as a separate procedure	111.13	54.83
b. during the course of another procedure	75.13	36.34
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	150.25	73.38
b. during the course of another procedure	100.50	48.89
iii. Fee for the reversal of male sterilisation	170.87	85.38
iv. Fee for the reversal of female sterilisation	239.01	119.75
v. Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
a. as a separate procedure	75.13	54.83
b. during the course of another procedure	49.71	36.34
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	239.01	119.75
	Payable per	
vi. Examination and report on pathological specimens in connection with NHS family planning cases	Case	20.57
vii. Radiological services provided in connection with NHS family planning cases	Case	20.57
viii. Notional half-day special family planning session	Session	127.77

#### 2. MISCELLANEOUS

i. Junior hospital doctors in "peripheral" hospitals	Allowance per year	2,239.20
ii. Fee for College or Faculty nominee attending a consultant or hospital practitioner Advisory Appointment Panel/Committee.	Full day	120.88
	Half day	60.44
iii. Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Circular HSS(OS3) 2/82).	Full day	184.70
	Half day	92.35