

**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

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Circular HSS (TC8) 2/2007

Our Reference: BC75/07

30th April 2007

Dear Colleague

**PAY AND CONDITIONS OF SERVICE: REMUNERATION OF HOSPITAL
MEDICAL AND DENTAL STAFF AND DOCTORS IN PUBLIC HEALTH MEDICINE
AND THE COMMUNITY HEALTH SERVICE AND DENTAL PUBLIC HEALTH
STAFF**

1. The circular includes details of:

- uplifts to national salary scales for 2007/08;
- uplifts to fees and allowances;
- GP Registrar supplements;
- increases to the top and bottom points of the salary range for salaried GPs;

¹ 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.

Summary

2. In conformity with similar action in Great Britain and following consultation with local representatives of the professions, this circular authorises changes with effect from 1 April 2007 in the national pay and conditions of service of hospital medical and dental staff and doctors in public health medicine and the community health service. Please aim to implement the new awards as soon as possible.

Agreement

3. The Department has determined, in accordance with Article 89 of and paragraph 12 of Part II of Schedule 1 to the Health and Personal Social Services (Northern Ireland) Order 1972 and paragraph 6(1) of the Schedule to the Health and Personal Social Services (Northern Ireland) (Special Agencies) Order 1990, the new rates of remuneration set out in Annexe A.

Local Pay

4. A number of HSS Trusts adopted the system of transitional local pay for hospital consultants set out in HSS (TC8) 2/95. Increases for 2007/2008 should be negotiated locally, taking into account the settlement for staff on national terms and conditions of service.

Uplifts to national salary scales for 2007/08

5. The uplifts to salary scales from 1 April 2007 are:
 - Doctors in training will receive an increase of £650, which will be staged where necessary;
 - Staff and Associate Specialist group of doctors will receive an increase of £1000, which will be staged where necessary;
 - Consultants will receive an increase of £1000, which will be staged where necessary.
6. Where the increase, if paid in full, is greater than a 1.5% increase in salary then the increase will be staged. In this situation a set amount equivalent to a 1.5% of salary will be paid from 1 April 2007 with the remainder being paid from 1 November 2007.

Uplift to fees and allowances

7. The fees and allowances set out in this circular will be uplifted by 1.5% with a further uplift to the final value of 2% from 1 November 2007.

Consultants

8. There is no increase to the 2006/07 rates for clinical excellence awards, distinction awards and discretionary points for consultants.

GP Registrars

9. The GP Registrar (GPR) supplement for doctors entering GPR Vocational Training Scheme (VTS) from hospital training grades will be 55% of basic pay for 2007/08. Where a GPR is contracted for a post on the GPR VTS from a hospital training grade before 1 April 2007 their pay will be protected based on a 65% supplement. The supplement is payable only to GPRs on a pay point of a training grade; separate provision is made for doctors entering VTS from other backgrounds.
10. It has also been agreed that doctors who have established contractual arrangements with specific practices before 1 April 2007 should also receive the supplement payable at the higher rate, on a mark time basis, for the duration of that placement.
11. Required supporting documentation confirming the agreed arrangements will be, as a minimum, either a contract of employment with the training practice dated before 1 April 2007, or a completed placement form (R7 or equivalent) signed off by all relevant parties to include, as a minimum, the employing trainer, the deanery, and the registrar in training.

Salaried GPs

12. The top point of the salary range for GPs has been increased by £1,000. The bottom point of the salary range has been uplifted by 1.5% with a further increase to the final value of £1,000 from 1 November 2007. The salary range for 2007/08 is therefore £51,087 to £77,462.

Effect of amendments

13. The revised national salaries, fees and allowances given in annex A to this pay circular replace those notified in Pay Circular HSS (TC8) 4/2006 and will take effect from 1 April 2007.
14. The revised allowances and salary points for 2007/8 are calculated on the basis of a cumulative uplift on 2003/4 baseline figures to maintain relativity,

and may therefore differ slightly from figures calculated by applying the uplift to 2006/07 figures.


Enquiries

15. 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.

Further copies

16. Copies of this circular can be obtained from the Department's website at www.dhsspsni.gov.uk

Yours sincerely

A handwritten signature in black ink that reads "Lorraine Owens". The signature is written in a cursive, slightly slanted style.

LORRAINE OWENS
Acting Deputy Director of Human Resources

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 April 2007 (unless otherwise stated) NB - Endnotes appear at section 9 of Annex A

Grade	Pay Scale Code	Basic salary (£)													
		Pay threshold													
2004 Consultant Contract		1	2	3	4	5	6	7	8						
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 15 January 2004	M400	71,822	74,071	76,320	78,569	80,812	86,153	91,495	96,831						
Consultant appointed before 15 January 2004		See Section 2: Table 1													
		Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (Old Contract)	M027 ¹	59,512	63,843	68,167	72,434	77,300									
Associate Specialist	M080	35,502	39,369	43,237	47,104	50,972	54,839	59,946	64,373	66,210 ²	68,593 ²	70,954 ²	73,315 ²	75,676 ²	78,039 ²
Staff Grade Practitioner	M210 ¹	32,020	34,643	37,265	39,887	42,510	45,132	47,755	50,377						
Staff Grade Practitioner	M211/M212 ³	M211	M211	M211	M211	M211	M211	M212	M212	M212	M212	M212	M212	M212	
		32,020	34,643	37,265	39,887	42,510	45,598	47,755 ⁴	50,377 ⁴	52,999 ⁴	55,622 ⁴	58,244 ⁴	60,867 ⁴		
SCMO	¹	43,705	46,427	49,148	51,870	54,592	57,313	60,035	62,756						
CMO	¹	30,632	32,345	34,059	35,772	37,485	39,199	40,912	42,625						
Senior Registrar	M0100 ¹	33,825	35,619	37,413	39,207	41,001	42,795	44,581							
Registrar	M0120 ¹	29,364	30,851	32,338	33,825	35,619									
Specialist Registrar	M101	29,364	30,851	32,338	33,825	35,619	37,413	39,207	41,001 ⁵	42,795 ⁵	44,581 ⁵				
Senior House Officer	M0140	26,270	28,031	29,792	31,553	33,314	35,076 ⁵	36,837 ⁵							
House Officer	M0180	21,052	22,407	23,763											
PRHO	M0180	21,052	22,407												
Foundation House Officer 2	M230	26,270	28,031	29,792											
Foundation House Officer 1	M220	21,052	22,407	23,762											
Hospital practitioners/session	M0200-204	4,281	4,529	4,777	5,025	5,273	5,521	5,769							

Circular HSS(TC8) 2/2007 (rates from 1.4.07)

ANNEX A: SECTION 2

CONSULTANT PAY AND ALLOWANCES EFFECTIVE FROM 1 APRIL 2007

Annex A

Basic salary for consultants appointed before 15 January 2004

Table 1

Pay Scale	Seniority	Pay Threshold	Basic salary (2007/08)	Years after transfer before threshold level changes
M430	30+		£86,153	Salary on transfer
		7	£91,495	1 year after transfer
		8	£96,831	2 years after transfer
M421	21-29		£80,812	Salary on transfer
		6	£86,153	1 year after transfer
		7	£91,495	2 years after transfer
M420	20		£96,831	3 years after transfer
		6	£80,812	Salary on transfer
		7	£86,153	1 year after transfer
M419	19		£91,495	3 years after transfer
		6	£86,153	1 year after transfer
		7	£91,495	3 years after transfer
M418	18		£96,831	5 years after transfer
		6	£80,812	Salary on transfer
		7	£86,153	2 years after transfer
M417	17		£91,495	3 years after transfer
		6	£86,153	1 year after transfer
		7	£91,495	3 years after transfer
M416	16		£96,831	5 years after transfer
		6	£80,812	Salary on transfer
		7	£86,153	2 years after transfer
M415	15		£91,495	3 years after transfer
		6	£86,153	1 year after transfer
		7	£91,495	3 years after transfer
M414	14		£96,831	7 years after transfer
		6	£80,812	Salary on transfer
		7	£86,153	3 years after transfer
M413	13		£91,495	5 years after transfer
		6	£86,153	1 year after transfer
		7	£91,495	3 years after transfer
M412	12		£96,831	10 years after transfer
		6	£80,812	Salary on transfer
		7	£86,153	3 years after transfer
		8	£91,495	6 years after transfer
		8	£96,831	11 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (2007/08)	Years after transfer before threshold level changes
M411	11	6	£80,812	Salary on transfer
		7	£86,153	4 years after transfer
		8	£91,495	7 years after transfer
			£96,831	12 years after transfer
M410	10	6	£80,812	Salary on transfer
		7	£86,153	4 years after transfer
		8	£91,495	8 years after transfer
			£96,831	13 years after transfer
M409	9	6	£80,812	Salary on transfer
		7	£86,153	4 years after transfer
		8	£91,495	9 years after transfer
			£96,831	14 years after transfer
M408	8	6	£80,812	Salary on transfer
		7	£86,153	5 years after transfer
		8	£91,495	10 years after transfer
			£96,831	15 years after transfer
M407	7	6	£80,812	Salary on transfer
		7	£86,153	5 years after transfer
		8	£91,495	10 years after transfer
			£96,831	15 years after transfer
M406	6	5	£79,690	Salary on transfer
		6	£80,812	1 year after transfer
		7	£86,153	5 years after transfer
		8	£91,495	10 years after transfer
			£96,831	15 years after transfer
M405	5	*	£78,569	Salary on transfer
		5	£79,690	1 year after transfer
		6	£80,812	2 years after transfer
		7	£86,153	6 years after transfer
		8	£91,495	11 years after transfer
			£96,831	16 years after transfer
M404	4	3	£73,510	Salary on transfer
		4	£76,320	1 year after transfer
		5	£78,569	2 years after transfer
		6	£80,812	3 years after transfer
		7	£86,153	6 years after transfer
		8	£91,495	11 years after transfer
			£96,831	16 years after transfer

Circular HSS(TC8) 2/2007 (rates from 1.4.07)

Pay Scale	Seniority	Pay Threshold	Basic salary (2007/08)	Years after transfer before threshold level changes
M403	3	*	£72,944	Salary on transfer
		4	£75,193	1 year after transfer
		5	£78,569	2 years after transfer
		6	£80,812	3 years after transfer
		7	£86,153	7 years after transfer
		8	£91,495	12 years after transfer
M402	2	2	£96,831	17 years after transfer
		2	£72,383	Salary on transfer
		4	£74,071	1 year after transfer
		5	£78,569	2 years after transfer
		6	£80,812	3 years after transfer
		8	£86,153	8 years after transfer
M401	1	7	£91,495	13 years after transfer
		8	£96,831	18 years after transfer
		*	£71,822	Salary on transfer
		3	£72,944	1 year after transfer
		4	£76,320	2 years after transfer
		5	£78,569	3 years after transfer
6	£80,812	4 years after transfer		
7	£86,153	9 years after transfer		
8	£91,495	14 years after transfer		
8	£96,831	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)⁶

Supplement Band ⁷	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£12,960	£18,813	
Band B (Eastern Board)	M006	£5,019	£10,048	£12,960
Band C		£4,195	£8,362	£10,048
Band D (Northern, Southern and Western Boards)	M007	£3,344	£6,688	£8,362

(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 ⁷	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£90,260	£96,113	
Band B	M006 ¹	£82,319	£87,348	£90,260
Band C		£81,495	£85,662	£87,348
Band D	M007 ¹	£80,644	£83,988	£85,662

(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)⁷

Awarded by Local Committee	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
Awarded by NICEAC	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)

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

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

Banding	Value
Daytime Intensity Supplement (paid yearly)	£1,222
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£920
Band 2 (medium intensity)	£1,835
Band 3 (high intensity)	£2,744

ANNEX A: SECTION 3
PUBLIC HEALTH PAY AND ALLOWANCES

PROTECTED SALARY SCALE

EMERGENCY ROTA ALLOWANCE (CMO/SCMO) (Para 25)

Number of Duties	Rate per half year (£)
4-11	171
12-17	342
18-23	513
24-29	684
30-35	855
36-41	1,026
42-47	1,197
48-53	1,368
54-59	1,539
60-65	1,710
66-71	1,881
72 or more	2,052

ANNEX A: SECTION 4: TABLE 1

DOCTORS IN TRAINING

Total salaries for full-time training posts⁸ from 1 April 2007

Grade	Point	Basic salary £	Banding Supplement				
			+20% Band 1C £	+40% Band 1B £	+50% Band 1A&2B £	+80% Band 2A £	+100% Band 3 £
PRHO/ FHO1	Min	21,052	25,263	29,473	31,578	37,894	42,104
PRHO/ FHO1	1	22,407	26,889	31,370	33,611	40,333	44,814
PRHO/ FHO1	2	23,762	28,515	33,267	35,643	42,772	47,524
FHO2	Min	26,270	31,524	36,778	39,405	47,286	52,540
FHO2	1	28,031	33,638	39,244	42,047	50,456	56,062
FHO2	2	29,792	35,751	41,709	44,688	53,626	59,584
SHO	Min	26,270	31,524	36,778	39,405	47,286	52,540
SHO	1	28,031	33,638	39,244	42,047	50,456	56,062
SHO	2	29,792	35,751	41,709	44,688	53,626	59,584
SHO	3	31,553	37,864	44,175	47,330	56,796	63,106
SHO	4	33,314	39,977	46,640	49,971	59,966	66,628
SHO	5 ⁵	35,076	42,092	49,107	52,614	63,137	70,152
SHO	6 ⁵	36,837	44,205	51,572	55,256	66,307	73,674
SpR	Min	29,364	35,237	41,110	44,046	52,856	58,728
SpR	1	30,851	37,022	43,192	46,277	55,532	61,702
SpR	2	32,338	38,806	45,274	48,507	58,209	64,676
SpR	3	33,825	40,590	47,355	50,738	60,885	67,650
SpR	4	35,619	42,743	49,867	53,429	64,115	71,238
SpR	5	37,413	44,896	52,379	56,120	67,344	74,826
SpR	6	39,207	47,049	54,890	58,811	70,573	78,414
SpR	7 ⁵	41,001	49,202	57,402	61,502	73,802	82,002
SpR	8 ⁵	42,795	51,354	59,913	64,193	77,031	85,590
SpR	9 ⁵	44,581	53,498	62,414	66,872	80,246	89,162

ANNEX A: SECTION 4: TABLE 2

DOCTORS IN TRAINING

Total salaries for flexible trainees⁹ working less than 40 hours per week⁸ from 1 April 2007
(Pre June 2005 pay arrangements)

Grade	Point	Basic salary £	Banding supplement	
			+ 5% Band FB £	+ 25% Band FA £
PRHO	Min	21,052	22,105	26,315
PRHO	1	22,407	23,528	28,009
PRHO	2	23,762	24,951	29,703
SHO	Min	26,270	27,584	32,838
SHO	1	28,031	29,433	35,039
SHO	2	29,792	31,282	37,240
SHO	3	31,553	33,131	39,442
SHO	4	33,314	34,980	41,643
SHO	5 ⁵	35,076	36,830	43,845
SHO	6 ⁵	36,837	38,679	46,047
SpR	Min	29,364	30,833	36,705
SpR	1	30,851	32,394	38,564
SpR	2	32,338	33,955	40,423
SpR	3	33,825	35,517	42,282
SpR	4	35,619	37,400	44,524
SpR	5	37,413	39,284	46,767
SpR	6	39,207	41,168	49,009
SpR	7 ⁵	41,001	43,052	51,252
SpR	8 ⁵	42,795	44,935	53,494
SpR	9 ⁵	44,581	46,811	55,727

ANNEX A: SECTION 4: TABLE 3

DOCTORS IN TRAINING

Total salaries for flexible trainees working less than 40 hours per week – post June 2005 pay arrangements (See circular HSS(TC8) 1/2005)¹⁰

Band F5

Grade		Basic salary £	Band F5 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	21,052	10,526	15,789	14,737	12,632
PRHO/FHO1	1	22,407	11,204	16,806	15,686	13,445
PRHO/FHO1	2	23,762	11,881*	17,822*	16,634*	14,258*
FHO2	Min	26,270	13,135	19,703	18,389	15,762
FHO2	1	28,031	14,016	21,024	19,623	16,820
FHO2	2	29,792	14,896	22,344	20,855	17,876
SHO	Min	26,270	13,135	19,703	18,389	15,762
SHO	1	28,031	14,016	21,024	19,623	16,820
SHO	2	29,792	14,896	22,344	20,855	17,876
SHO	3	31,553	15,777	23,666	22,088	18,933
SHO	4	33,314	16,657	24,986	23,320	19,989
SHO	5 ⁵	35,076	17,538	26,307	24,554	21,046
SHO	6 ⁵	36,837	18,419	27,629	25,787	22,103
SpR	Min	29,364	14,682	22,023	20,555	17,619
SpR	1	30,851	15,426	23,139	21,597	18,512
SpR	2	32,338	16,169	24,254	22,637	19,403
SpR	3	33,825	16,913	25,370	23,679	20,296
SpR	4	35,619	17,810	26,715	24,934	21,372
SpR	5	37,413	18,707	28,061	26,190	22,449
SpR	6	39,207	19,604	29,406	27,446	23,525
SpR	7 ⁵	41,001	20,501	30,752	28,702	24,602
SpR	8 ⁵	42,795	21,398	32,097	29,958	25,678
SpR	9 ⁵	44,581	22,291	33,437	31,208	26,750

Band F6

Grade		Basic salary £	Band F6 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	21,052	12,632	18,948	17,685	15,159
PRHO/FHO1	1	22,407	13,445	20,168	18,823	16,134
PRHO/FHO1	2	23,762	14,258*	21,387*	19,962*	17,110*
FHO2	Min	26,270	15,762	23,643	22,067	18,915
FHO2	1	28,031	16,819	25,229	23,547	20,183
FHO2	2	29,792	17,876	26,814	25,027	21,452
SHO	Min	26,270	15,762	23,643	22,067	18,915
SHO	1	28,031	16,819	25,229	23,547	20,183
SHO	2	29,792	17,876	26,814	25,027	21,452
SHO	3	31,553	18,932	28,398	26,505	22,719
SHO	4	33,314	19,989	29,984	27,985	23,987

Band F6 contd

SHO	5 ⁵	35,076	21,046	31,569	29,465	25,256
SHO	6 ⁵	36,837	22,103	33,155	30,945	26,524

SpR	Min	29,364	17,619	26,429	24,667	21,143
SpR	1	30,851	18,511	27,767	25,916	22,214
SpR	2	32,338	19,403	29,105	27,165	23,284
SpR	3	33,825	20,295	30,443	28,413	24,354
SpR	4	35,619	21,372	32,058	29,921	25,647
SpR	5	37,413	22,448	33,672	31,428	26,938
SpR	6	39,207	23,525	35,288	32,935	28,230
SpR	7 ⁵	41,001	24,601	36,902	34,442	29,522
SpR	8 ⁵	42,795	25,677	38,516	35,948	30,813
SpR	9 ⁵	44,581	26,749	40,124	37,449	32,099

Band F7

Grade		Basic salary £	Band F7 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
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PRHO/FHO1	Min	21,052	14,737	22,106	20,632	17,685
PRHO/FHO1	1	22,407	15,685	23,528	21,959	18,822
PRHO/FHO1	2	23,762	16,634*	24,951*	23,288*	19,961*

FHO2	Min	26,270	18,389	27,584	25,745	22,067
FHO2	1	28,031	19,622	29,433	27,471	23,547
FHO2	2	29,792	20,855	31,283	29,197	25,026

SHO	Min	26,270	18,389	27,584	25,745	22,067
SHO	1	28,031	19,622	29,433	27,471	23,547
SHO	2	29,792	20,855	31,283	29,197	25,026
SHO	3	31,553	22,088	33,132	30,924	26,506
SHO	4	33,314	23,320	34,980	32,648	27,984
SHO	5 ⁵	35,076	24,554	36,831	34,376	29,465
SHO	6 ⁵	36,837	25,786	38,679	36,101	30,944

SpR	Min	29,364	20,555	30,833	28,777	24,666
SpR	1	30,851	21,596	32,394	30,235	25,916
SpR	2	32,338	22,637	33,956	31,692	27,165
SpR	3	33,825	23,678	35,517	33,150	28,414
SpR	4	35,619	24,934	37,401	34,908	29,921
SpR	5	37,413	26,190	39,285	36,666	31,428
SpR	6	39,207	27,445	41,168	38,423	32,934
SpR	7 ⁵	41,001	28,701	43,052	40,182	34,442
SpR	8 ⁵	42,795	29,957	44,936	41,940	35,949
SpR	9 ⁵	44,581	31,207	46,811	43,690	37,449

Band F8

Grade		Basic salary £	Band F8 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
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PRHO/FHO1	Min	21,052	16,842	25,263	23,579	20,211
PRHO/FHO1	1	22,407	17,926	26,889	25,097	21,512

<i>Band F8 contd</i>						
PRHO/FHO1	2	23,762	19,010*	28,515*	26,614*	22,812*

FHO2	Min	26,270	21,016	31,524	29,423	25,220
FHO2	1	28,031	22,425	33,638	31,395	26,910
FHO2	2	29,792	23,834	35,751	33,368	28,601

SHO	Min	26,270	21,016	31,524	29,423	25,220
SHO	1	28,031	22,425	33,638	31,395	26,910
SHO	2	29,792	23,834	35,751	33,368	28,601
SHO	3	31,553	25,243	37,865	35,341	30,292
SHO	4	33,314	26,652	39,978	37,313	31,983
SHO	5 ⁵	35,076	28,061	42,092	39,286	33,674
SHO	6 ⁵	36,837	29,470	44,205	41,258	35,364

SpR	Min	29,364	23,492	35,238	32,889	28,191
SpR	1	30,851	24,681	37,022	34,554	29,618
SpR	2	32,338	25,871	38,807	36,220	31,046
SpR	3	33,825	27,060	40,590	37,884	32,472
SpR	4	35,619	28,496	42,744	39,895	34,196
SpR	5	37,413	29,931	44,897	41,904	35,918
SpR	6	39,207	31,366	47,049	43,913	37,640
SpR	7 ⁵	41,001	32,801	49,202	45,922	39,362
SpR	8 ⁵	42,795	34,236	51,354	47,931	41,084
SpR	9 ⁵	44,581	35,665	53,498	49,931	42,798

Band F9

Grade		Basic salary £	Band F9 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
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PRHO/FHO1	Min	21,052	18,947	28,421	26,526	22,737
PRHO/FHO1	1	22,407	20,167	30,251	28,234	24,201
PRHO/FHO1	2	23,762	21,386*	32,079*	29,941*	25,664*

FHO2	Min	26,270	23,643	35,465	33,101	28,372
FHO2	1	28,031	25,228	37,842	35,320	30,274
FHO2	2	29,792	26,813	40,220	37,539	32,176

SHO	Min	26,270	23,643	35,465	33,101	28,372
SHO	1	28,031	25,228	37,842	35,320	30,274
SHO	2	29,792	26,813	40,220	37,539	32,176
SHO	3	31,553	28,398	42,597	39,758	34,078
SHO	4	33,314	29,983	44,975	41,977	35,980
SHO	5 ⁵	35,076	31,569	47,354	44,197	37,883
SHO	6 ⁵	36,837	33,154	49,731	46,416	39,785

SpR	Min	29,364	26,428	39,642	37,000	31,714
SpR	1	30,851	27,766	41,649	38,873	33,320
SpR	2	32,338	29,105	43,658	40,747	34,926
SpR	3	33,825	30,443	45,665	42,621	36,532
SpR	4	35,619	32,058	48,087	44,882	38,470
SpR	5	37,413	33,672	50,508	47,141	40,407

Band F9 contd

SpR	6	39,207	35,287	52,931	49,402	42,345
SpR	7 ⁵	41,001	36,901	55,352	51,662	44,282
SpR	8 ⁵	42,795	38,516	57,774	53,923	46,220
SpR	9 ⁵	44,581	40,123	60,185	56,173	48,148

*** NOT PRHO**

ANNEX A: SECTION 5

OTHER FEES, CHARGES AND ALLOWANCES

Paragraph ¹¹ / Schedule ¹²	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	3.44
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	4,903.22
STAFF FUND			
88	Payment for each eligible bed	Year	624
91(a)	Payment for provision of a casualty service: Higher rate: Lower rate: 12 hrs per day Mon-Fri	Year	7,691
		Year	3,846
		Year	2,750
91(b)	Payment for each notional half-day of clinical work per week	Year	4,375
91(b)	Payment for one hour or less of clinical work per week:	Year	1,164
91(b)	Payment for one hour but not more than 2 hours of clinical work per week: (ie twice hourly rate)	Year	2,328
93	Payment for each casualty seen, where the number is less than 200 per annum	Casualty seen	25.13
94 & 105	Payment to part-time Medical and Dental Officers: per weekly notional half-day	Year	4,375
94 & 105	Maximum annual payment (ie for 9 sessions)	Year	39,375
94 & 105	Where the number of hours per week is not more than 2:		
"		Year	1,164
"	Payment for 1 hour or less	Year	2,328
"	Payment for more than 1 hour but not more than 2 hours (ie twice hourly rate)	Year	2,328
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	23.69
104	Maximum payment per session (ie three times hourly rate)	Session	71.07
141 & 142/ Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	Item of service	78.38
	Intermediate Rate	Item of service	39.19
143/ Sch11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Series of visits	235.14
145/ Sch10	Combined fee for completion of form A655	Item of service	119.54
	For re-examination (provided previous form A655 available)	Item of service	102.14
146	Lower rate	Item of service	19.62

Paragraph¹¹ /Schedule¹²	Nature of fee, charge or allowance	Payable for each	Rate £
155	Exceptional consultation by a consultant	Consultation	146.85
157	Exceptional consultation by a general practitioner	Consultation	48.46
165/ Sch 11	Fees for lectures to nurses, etc:		
	Consultants	Lecture	56.87
	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	45.07
	Other grades	Lecture	33.09
166/ Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	72.05

ANNEX A: SECTION 6
TRANSPORT ALLOWANCES¹³

1. Public transport rate: 23p per mile

2. Regular user rates:

Motor cars with three or four wheels:¹⁴

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Lump sum	(£)	399.00	475.00	580.00	580.00
Up to 9000 miles	(p)	27.0	33.5	40.0	40.0
9001 – 15000 miles	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

3. Standard rates:

Motor cars with three or four wheels

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Up to 3500 miles	(p)	34.0	43.0	53.0	53.0
3501 - 9000 miles	(p)	23.0	28.2	33.5	41.0
9001 - 15000	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

4. Other motor vehicles:¹⁵

Engine capacity	(cc)	Up to 125	Over 125
Up to 5000 miles	(p)	16.2	25.3
Over 5000 miles	(p)	6.1	9.0

5. Passenger allowance

Each passenger: 2p per mile

6. Pedal cycles: 6.2p per mile

CROWN CARS: Private Use¹⁶

A.	The current rates of:		£
	Road Fund Licence	e.g.	155.00
	Insurance for private use ¹⁷ (National call-off contract)	e.g.	88.00
	Including cover for private use	e.g.	128.00
	Handling charge	e.g.	95.00
B.	Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:		
$\frac{(\text{Cost of Contract Hire at } \text{)} - (\text{Cost of Contract hire at } \text{)}}{1000}$ (maximum quoted mileage) (minimum quoted mileage)			
Plus total excess costs for non-base vehicle, where appropriate.			
Plus VAT on total charge to practitioner (A + B)			

ANNEX A: SECTION 7

LOCUM TENENS APPOINTMENTS

	Rate (£): per week	Rate (£): per notional half-day
Locum consultants should be employed on the new 2004 contract. Details on remuneration for locum consultants can be found at Schedule 22 of the Consultant Terms and Conditions of Service (NI) 2004. ¹⁸		
Associate Specialist	940.45	85.50
Part-time Medical or Dental Officer (paras 94-105)	-	83.91
Hospital Practitioner	-	96.36
Staff Grade	790.10	79.01

House Officer, Senior House Officer, Specialist Registrar, Registrar & Senior Registrar:		
Band	Working Arrangement	Supplement
LA	Outside Monday to Friday 9am to 5pm for shift working patterns	1.8 x basic hourly rate ¹⁹
LB	Outside Monday to Friday 9am to 5pm for on-call working patterns	1.5 x basic hourly rate ¹⁹
LC	Monday to Friday 9am to 5pm for all working patterns	1.4 x basic hourly rate ¹⁹
LL	Covering a post for one week or more	1.2 x total salary (basic salary + banding supplement) ²⁰

	Hourly Rates (£) : Bands LA, LB, LC			
	Basic Hourly Rate	LC	LB	LA
HO/FHO1	10.75	15.05	16.13	19.35
FHO2	13.44	18.82	20.16	24.20
SHO	15.13	21.19	22.70	27.24
SpR	17.51	24.52	26.27	31.52

		Weekly Rates (£) : Band LL					
Band	Basic Weekly Rate ¹⁹	1C	1B	1A	2B	2A	3
	x1	x1.2	x1.4	x1.5	x1.5	x1.8	x2.0
HO/FHO 1	515.67	618.81	721.94	773.51	773.51	928.21	1,031.34
FHO2	645.09	774.11	903.13	967.64	967.64	1,161.17	1,290.18
SHO	726.15	871.38	1,016.61	1,089.23	1,089.23	1,307.07	1,452.30
SpR	840.36	1,008.44	1,176.51	1,260.54	1,260.54	1,512.65	1,680.72

Junior doctors in Locum Appointments for Service (LAS) posts are to be paid under the banding system above. Junior doctors in Locum Appointments for Training (LAT) posts are excluded from this arrangement.

ANNEX A: SECTION 8

FAMILY PLANNING FEES AND MISCELLANEOUS

EFFECTIVE FROM 1 APRIL 2007

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 April 2004 as follows:-

	Operating Fee £	Anaesthetist's Fee £
i. Fee per case of male sterilisation performed		
a. as a separate procedure	112.80	55.66
b. during the course of another procedure	76.25	36.88
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	152.50	74.48
b. during the course of another procedure	102.00	49.62
iii. Fee for the reversal of male sterilisation	173.44	86.67
iv. Fee for the reversal of female sterilisation	242.60	121.55
v. Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
a. as a separate procedure	76.25	55.66
b. during the course of another procedure	50.45	36.88
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	242.60	121.55
	Payable per	
vi. Examination and report on pathological specimens in connection with HPSS family planning cases	Case	20.88
vii. Radiological services provided in connection with HPSS family planning cases	Case	20.88
viii. Notional half-day special family planning session	Session	129.69

2. MISCELLANEOUS

i. Junior hospital doctors in "peripheral" hospitals	Allowance per year	2,272.78
ii. Fee for College or Faculty nominee attending a consultant or hospital practitioner Advisory Appointment Panel/Committee.	Full day	122.70
	Half day	61.35
iii. Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Circular HSS(OS3) 2/82).	Full day	187.47
	Half day	93.74

Circular HSS(TC8) 2/2007 (rates from 1.4.07)

ANNEX A: SECTION 9

EXPLANATORY NOTES

1. These are closed pay scales. The information is included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales.
2. Discretionary point - guidance on the application of discretionary points for associate specialists is contained in HSS (TC8) 14/95
3. This pay scale refers to staff grade practitioners employed under the Terms and Conditions outlined in HSS (TC8) 1/98.
4. Optional points - guidance on the application of optional points for staff grades is contained in HSS (TC8) 1/98.
5. To be awarded automatically except in cases of unsatisfactory performance.
6. Payable under both the old contract and 2004 consultant contract. Further information for the new contract can be found in Schedule 16, Consultant Terms and Conditions of Service (NI) 2004 and for the old consultant contract in HSS(TC8) 8/92. The M006 – M007 scales are now closed payscales, and no further appointments should be made to them.
7. Guidance on the Clinical Excellence Awards scheme can be found at: <http://www.dhsspsni.gov.uk/> (health and social services/clinical excellence awards scheme)
8. Guidance on the pay system for full-time and flexible trainees can be found in HSS (TC8) 1/01.
9. Band FC salaries are calculated on a pro rata basis i.e. basic salary x hours of duty / 40.
10. See circular HSS(TC8) 1/2005 – New Moves in Flexible Medical Training.
11. Paragraph references taken from Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service.
12. Schedule references taken from Consultant Terms and Conditions of Service (NI) 2004.
13. For consultants on the 2004 contract see Schedule 21, Consultant Terms and Conditions of Service (NI) 2004.
14. A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.
15. Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.
16. Where the cost to the employing authority of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.
17. Crown Cars, while used solely on HPSS business, do not require to be taxed or insured for the purposes of the Road Traffic Act 1972; any private mileage requires that the vehicle be taxed and insured.
18. For consultants on the 2004 contract see Schedule 22, Consultant Terms and Conditions of Service (NI) 2004. Weekly locum rates are calculated by working out the appropriate point on the scale (see Schedule 22) dividing the yearly salary amount by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity divide the weekly rate by 10.
19. Calculated using the mid-point of the current salary scale.
20. The basic weekly rate shown for Band LL is calculated as $[(\text{mid point of the current salary scale} \times 1.2) / 365] \times 7$. The banding multiplier, where applicable, is then applied to this figure.