

WORKFORCE POLICY DIRECTORATE



Department of
Health

An Roinn Sláinte

Männystrie O Poustie

www.health-ni.gov.uk

Chief Executive of each HSC Trust

For information:

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Your Reference: **HSC (TC8) 01/2018**
Our Reference:

Date 30th July 2018

Dear Colleague

PAY AND CONDITIONS OF SERVICE: REMUNERATION OF HOSPITAL MEDICAL AND DENTAL STAFF, DOCTORS AND DENTISTS IN PUBLIC HEALTH AND THE COMMUNITY HEALTH SERVICE, AND SALARIED PERSONAL DENTAL SERVICE

Action

1. This circular informs HSC employers of the 1% pay rise for staff covered by the national medical and dental terms and conditions of service which applies from 1 April 2017. It uplifts the national pay rates of hospital medical and dental staff and doctors and dentists in public health, salaried primary dental care and salaried general practitioners effective from 1 April 2017.
2. Annex A of the circular provides details of:
 - National salary scales;
 - Fees and allowances;
 - GP ST supplements;
 - Minima and maxima of the Salaried GPs pay range;applicable from 1 April 2017.

Salaried GPs

3. The minimum and maximum of the pay range for Salaried GPs has been increased by 1% from 1 April 2017 and are £55,966 and £84,453 respectively.

GP Specialty Registrar

4. The GP ST (GPST) supplement for doctors in hospital training grades entering GPST Vocational Training Scheme (VTS) practice placements is unchanged at 45 per cent of basic pay for contracts made after 31 March 2014.

The supplements for contracts made earlier remain as follows:

- 45 per cent for contracts made between 1 April 2009 until notified otherwise;
- 50 per cent for contracts made between 1 April 2008 and 31 March 2009;
- 55 per cent for contracts made between 1 April 2007 and 31 March 2008;
- 65 per cent for contracts made before 1 April 2007

The supplement is payable only to GPSTs paid on a pay point of the training grade; separate provision is made for doctors entering VTS from other backgrounds.

5. The allowances that will be payable to GP Specialty Registrars employed by GP practices are set out in Annex A, Section 10.

Effect of amendments

6. The revised national salaries, fees and allowances set out in the Annex to this pay circular replace those notified in Pay circular HSC (TC8) 2/2016 and will take effect from 1 April 2017. **It should be noted that the minimum pay point on each pay scale is referred to as pay point 1.**

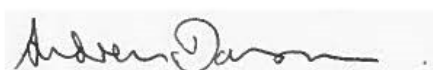
Enquiries

7. Employees should direct personal enquiries to their employer. Any enquiries that cannot be resolved locally should be directed to WPD or by email to p&e@health-ni.gov.uk

Further copies

8. Copies of this circular can be obtained from the Department's website at <https://www.health-ni.gov.uk/publications/workforce-policy-guidance-2018>.

Yours sincerely



ANDREW DAWSON
Acting Director of Workforce Policy

ANNEX A: SECTION 1: BASIC RATES OF PAY PER ANNUM effective from 1 April 2017

NB – End notes appear at Section 11 of Annex A

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 salary (£)										
Grade	Pay Scale Code	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		76,761	79,165	81,569	83,972	86,369	92,078	97,787	103,491
Consultant appointed before 15 January 2004		See Section 2: Table 1 for pay scales								

Grade	Pay Scale Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Consultant (Old Contract)	M027¹	63,733	68,293	72,854	77,415	82,616										
Associate Specialist (old)	M080¹	38,837	42,949	47,062	51,176	55,288	59,401	64,834	69,542	71,495 ²	74,043 ²	76,592 ²	79,141 ²	81,689 ²	84,240 ²	
Staff Grade Practitioner (old)	M210¹	35,133	37,922	40,711	43,500	46,289	49,078	51,867	54,655							
Staff Grade Practitioner (old)	M211/ M212^{1,3}	M211	M211	M211	M211	M211	M211	M212	M212	M212	M212	M212	M212			
		35,133	37,922	40,711	43,500	46,289	49,573	51,867 ⁴	54,655 ⁴	57,445 ⁴	60,233 ⁴	63,022 ⁴	65,813 ⁴			
Speciality Doctor (2008)	M215	See Section 3 for pay scales														
Associate Specialist (2008)	M090	See Section 3 for pay scales														
Specialty Registrar (full)	M241	30,605	32,478	35,093	36,675	38,582	40,491	42,400	44,307 ⁵	46,215 ⁵	48,123 ⁵					
Specialty Registrar (CT)	M242	30,605	32,478	35,093	36,675	38,582	40,491									
Specialty Registrar (FT)	M240	30,605	32,478	35,093	36,675	38,582	40,491									
Specialist Registrar	M101	31,930	33,513	35,093	36,675	38,582	40,491	42,400	44,307 ⁵	46,215 ⁵	48,123 ⁵					
Foundation House Officer 2	M230	28,641	30,513	32,386												
Foundation House Officer 1	M220	23,091	24,532	25,973												
Hospital practitioners/session	M200 - M204	4,645	4,913	5,183	5,451	5,721	5,989	6,258								

ANNEX A: SECTION 2

CONSULTANT PAY AND ALLOWANCES EFFECTIVE FROM 1 APRIL 2017

Table 1: Basic salary for consultants appointed before 15 January 2004

Pay Scale	Seniority	Pay Threshold	Basic salary (17/18)	Years after transfer before threshold level changes
M430	30+	7	£92,078	Salary on transfer
		8	£97,787	1 year after transfer
			£103,491	2 years after transfer
M421	21-29	6	£86,369	Salary on transfer
		7	£92,078	1 year after transfer
		8	£97,787	2 years after transfer
M420	20	6	£103,491	3 years after transfer
		7	£86,369	1 year after transfer
		8	£92,078	3 years after transfer
M419	19	6	£97,787	4 years after transfer
		7	£86,369	Salary on transfer
		8	£92,078	1 year after transfer
M418	18	6	£97,787	3 years after transfer
		7	£97,787	3 years after transfer
		8	£103,491	5 years after transfer
M417	17	6	£86,369	Salary on transfer
		7	£92,078	2 years after transfer
		8	£97,787	4 years after transfer
M416	16	6	£103,491	6 years after transfer
		7	£86,369	Salary on transfer
		8	£92,078	3 years after transfer
M415	15	6	£97,787	4 years after transfer
		7	£97,787	4 years after transfer
		8	£103,491	7 years after transfer
M414	14	6	£86,369	Salary on transfer
		7	£92,078	3 years after transfer
		8	£97,787	5 years after transfer
M413	13	6	£103,491	9 years after transfer
		7	£86,369	Salary on transfer
		8	£92,078	3 years after transfer
M412	12	6	£97,787	5 years after transfer
		7	£97,787	5 years after transfer
		8	£103,491	10 years after transfer
		6	£86,369	Salary on transfer
		7	£92,078	3 years after transfer
		8	£97,787	6 years after transfer
		8	£103,491	11 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (17/18)	Years after transfer before threshold level changes
M411	11	6	£86,369	Salary on transfer
		7	£92,078	4 years after transfer
		8	£97,787	7 years after transfer
			£103,491	12 years after transfer
M410	10	6	£86,369	Salary on transfer
		7	£92,078	4 years after transfer
		8	£97,787	8 years after transfer
			£103,491	13 years after transfer
M409	9	6	£86,369	Salary on transfer
		7	£92,078	4 years after transfer
		8	£97,787	9 years after transfer
			£103,491	14 years after transfer
M408	8	6	£86,369	Salary on transfer
		7	£92,078	5 years after transfer
		8	£97,787	10 years after transfer
			£103,491	15 years after transfer
M407	7	6	£86,369	Salary on transfer
		7	£92,078	5 years after transfer
		8	£97,787	10 years after transfer
			£103,491	15 years after transfer
M406	6	5	£85,170	Salary on transfer
		6	£86,369	1 year after transfer
		7	£92,078	5 years after transfer
		8	£97,787	10 years after transfer
			£103,491	15 years after transfer
M405	5	*	£83,972	Salary on transfer
		5	£85,170	1 year after transfer
		6	£86,369	2 years after transfer
		7	£92,078	6 years after transfer
		8	£97,787	11 years after transfer
M404	4	3	£78,565	Salary on transfer
		4	£81,569	1 year after transfer
		5	£83,972	2 years after transfer
		6	£86,369	3 years after transfer
		7	£92,078	6 years after transfer
		8	£97,787	11 years after transfer
M403	3	*	£103,491	16 years after transfer
		4	£77,960	Salary on transfer
		5	£80,364	1 year after transfer
		6	£83,972	2 years after transfer
		7	£86,369	3 years after transfer
		8	£92,078	7 years after transfer
	£97,787	12 years after transfer		
	£103,491	17 years after transfer		

Pay Scale	Seniority	Pay Threshold	Basic salary (17/18)	Years after transfer before threshold level changes
M402	2	2	£77,360	Salary on transfer
		4	£79,165	1 year after transfer
		5	£83,972	2 years after transfer
		6	£86,369	3 years after transfer
		7	£92,078	8 years after transfer
		8	£97,787	13 years after transfer
M401	1	8	£103,491	18 years after transfer
		*	£76,761	Salary on transfer
		3	£77,960	1 year after transfer
		4	£81,569	2 years after transfer
		5	£83,972	3 years after transfer
		6	£86,369	4 years after transfer
7	£92,078	9 years after transfer		
8	£97,787	14 years after transfer		
		8	£103,491	19 years after transfer

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

Table 2: Clinical Excellence Awards ⁶

Awarded by Local Committee	Step 1	£2,957
	Step 2	£5,914
	Step 3	£8,871
	Step 4	£11,828
	Step 5	£14,785
	Step 6	£17,742
	Step 7	£23,656
	Step 8	£29,570
Awarded by NICEAC	Step 9	£35,484
	Step 10	£46,644
	Step 11	£58,305
	Step 12	£75,796

Table 3: Consultant Discretionary Points (old contract only)

1	2	3	4	5	6	7	8
£3,204	£6,408	£9,612	£12,816	£16,020	£19,224	£22,428	£25,632

Table 4: Distinction and Meritorious Service Awards (old contract only)

Level of Award	Value
A+ awards	£75,889
A awards	£55,924
B awards	£31,959

Table 5: Intensity Supplements for Consultants (old contract only)

Banding	Value
Daytime Intensity Supplement (paid yearly)	£1,287
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£970
Band 2 (medium intensity)	£1,932
Band 3 (high intensity)	£2,889

ANNEX A: SECTION 3

Specialty Doctor & Associate Specialist (2008) Pay Scales 2017

Scale Value*	Basic Salary		Period before eligibility for next pay point	Payroll Code and Grade Step
	Specialty Doctor (M215)	Associate Specialist (2008) (M090)		
1	37,923	53,169	1 year	M215/M090 - 01
2	41,166	57,444	1 year	M215/M090 - 02
3	45,381	61,716	1 year	M215/M090 - 03
4	47,640	67,359	1 year	M215/M090 - 04
5	50,895	72,250	1 year	M215/M090 - 05
	6	54,138	2 years	M215/M090 - 06
		54,138	1 year	M215/M090 - 07
	7	57,453	2 years	M215/M090 - 08
		57,453	1 year	M215/M090 - 09
	8	60,770	2 years	M215/M090 - 10
		60,770	1 year	M215/M090 - 11
	9	64,086	3 years	M215/M090 - 12
		64,086	2 years	M215/M090 - 13
		64,086	1 year	M215/M090 - 14
	10	67,402	3 years	M215/M090 - 15
		67,402	2 years	M215/M090 - 16
		67,402	1 year	M215/M090 - 17
	11	70,718		M215/M090 - 18

Threshold 1

Threshold 2

* New appointments to either grade will be placed on the appropriate scale value point as determined by Terms and Conditions – Associate Specialist (Northern Ireland) (2008) and Terms and Conditions – Specialty Doctor (Northern Ireland) (2008)

ANNEX A: SECTION 4: TABLE 1

DOCTORS IN TRAINING

Total salaries for full-time training posts⁷ from 1 April 2017

Grade	Point	Banding Supplement						
		Basic salary		20%	40%	50%	80%	100%
		£	No ND Band £	Band 1C £	Band 1B £	Band 1A& 2B £	Band 2A £	Band 3 £
FHO1	1	23,091	24,246	27,710	32,328	34,637	41,564	46,182
FHO1	2	24,532	25,760	29,439	34,346	36,799	44,159	49,065
FHO1	3	25,973	27,272	31,169	36,362	38,960	46,751	51,945
 								
FHO2	1	28,641	28,641	34,369	40,097	42,960	51,552	57,281
FHO2	2	30,513	30,513	36,617	42,719	45,770	54,924	61,026
FHO2	3	32,386	32,386	38,864	45,341	48,579	58,295	64,772
 								
SpR	1	31,930	31,930	38,317	44,703	47,896	57,474	63,860
SpR	2	33,513	33,513	40,215	46,918	50,269	60,322	67,025
SpR	3	35,093	35,093	42,113	49,131	52,640	63,168	70,187
SpR	4	36,675	36,675	44,010	51,344	55,012	66,015	73,349
SpR	5	38,582	38,582	46,299	54,016	57,873	69,449	77,164
SpR	6	40,491	40,491	48,589	56,688	60,736	72,884	80,909
SpR	7	42,400	42,400	50,880	59,360	63,599	76,320	84,799
SpR	8	44,307	44,307	55,458	62,030	66,461	79,754	88,614
SpR	9	46,215	46,215	55,458	64,701	69,322	83,187	92,429
SpR	10	48,123	48,123	57,748	67,372	72,186	86,622	96,247
 								
StR	1	30,605	30,605	36,727	42,847	45,908	55,089	61,210
StR	2	32,478	32,478	38,974	45,470	48,717	58,461	64,956
StR	3	35,093	35,093	42,113	49,131	52,640	63,168	70,187
StR	4	36,675	36,675	44,010	51,344	55,012	66,015	73,349
StR	5	38,582	38,582	46,299	54,016	57,873	69,449	77,164
StR	6	40,491	40,491	48,589	56,688	60,736	72,884	80,982
StR	7	42,400	42,400	50,880	59,360	63,599	76,320	84,799
StR	8	44,307	44,307	53,168	62,030	66,461	79,754	88,614
StR	9	46,215	46,215	55,458	64,701	69,322	83,187	92,429
StR	10	48,123	48,123	57,748	67,372	72,186	86,622	96,247
 								
StR (FT) and ST and CT	1	30,605	30,605	36,727	42,847	45,908	55,089	61,210
StR (FT) and ST and CT	2	32,478	32,478	38,974	45,470	48,717	58,461	64,956

Grade	Point	Basic salary £	No ND Band £	Banding Supplement				
				20%	40%	50%	80%	100%
				Band 1C £	Band 1B £	Band 1A& 2B £	Band 2A £	Band 3 £
StR (FT) and ST and CT	3	35,093	35,093	42,113	49,131	52,640	63,168	70,187
StR (FT) and ST and CT	4	36,675	36,675	44,010	51,344	55,012	66,015	73,349
StR (FT) and ST and CT	5	38,582	35,582	46,299	54,016	57,873	69,479	77,164
StR (FT) and ST and CT	6	40,491	40,491	48,589	56,688	60,736	72,884	80,982

ANNEX A: SECTION 4: TABLE 2

DOCTORS IN TRAINING

Total salaries for flexible trainees⁹ working less than 40 hours per week⁷
(Pre June 2005 pay arrangements)

Grade	Point	Basic salary £	Banding supplement		Total Salary	
			FB 5% £	FA 25% £	+5% Band FB £	+25% Band FA £
			SpR	1	31,930	1,582
SpR	2	33,513	1,676	8,378	35,188	41,891
SpR	3	35,093	1,755	8,774	36,849	43,867
SpR	4	36,675	1,834	9,169	38,509	45,843
SpR	5	38,582	1,930	9,647	40,512	48,229
SpR	6	40,491	2,025	10,123	42,516	50,614
SpR	7	42,400	2,121	10,600	44,520	53,000
SpR	8 ⁵	44,307	2,216	11,078	46,523	55,384
SpR	9 ⁵	46,215	2,312	11,553	48,526	57,768
SpR	10 ⁵	48,123	2,407	12,031	50,529	60,155

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)⁹

Band F5

Grade		Basic salary	Band F5	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	23,091	11,545	12,123	17,318	16,164	13,855
FHO1	2	24,532	12,266	12,881	19,014	17,173	14,720
FHO1	3	25,973	12,987	13,637	20,130	18,182	15,585
FHO2	1	28,641	14,320	14,320	21,481	20,050	17,184
FHO2	2	30,513	15,257	15,257	22,885	21,359	18,308
FHO2	3	32,386	16,193	16,193	24,289	22,670	19,431
SpR	1	31,930	15,966	15,966	23,949	22,352	19,160
SpR	2	33,513	16,756	16,756	25,134	23,459	20,108
SpR	3	35,093	17,547	17,547	26,321	24,566	21,056
SpR	4	36,675	18,338	18,338	27,506	25,673	22,006
SpR	5	38,582	19,291	19,291	28,938	27,008	23,150
SpR	6	40,491	20,245	20,245	30,370	28,345	24,296
SpR	7	42,400	21,200	21,200	31,800	29,680	25,440
SpR	8	44,307	22,153	22,153	33,231	31,015	26,585
SpR	9	46,215	23,108	23,108	34,661	32,350	27,730
SpR	10	48,123	24,062	24,062	36,093	33,688	28,875
StR	1	30,605	15,303	15,303	22,954	21,424	18,364
StR	2	32,478	16,239	16,239	24,359	22,735	19,487
StR	3	35,093	17,547	17,547	26,321	24,566	21,056
StR	4	36,675	18,338	18,338	27,506	25,673	22,006
StR	5	38,582	19,291	19,291	28,938	27,008	23,150
StR	6	40,491	20,245	20,245	30,370	28,345	24,296
StR	7	42,400	21,200	21,200	31,800	29,680	25,440
StR	8	44,307	22,153	22,153	33,231	31,015	26,585
StR	9	46,215	23,108	23,108	34,661	32,350	27,730
StR	10	48,123	24,062	24,062	36,093	33,688	28,875
StR (FT)	1	30,605	15,303	15,303	22,954	21,424	18,364
StR (FT)	2	32,478	16,239	16,239	24,359	22,735	19,487
StR (FT)	3	35,093	17,547	17,547	26,321	24,566	21,056
StR (FT)	4	36,675	18,338	18,338	27,506	25,673	22,006
StR (FT)	5	38,582	19,291	19,291	28,938	27,008	23,150
StR (FT)	6	40,491	20,245	20,245	30,370	28,345	24,295

Band F6

Grade		Basic salary	Band F6	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	23,091	13,855	14,549	20,783	19,397	16,627
FHO1	2	24,532	14,720	15,457	22,817	20,608	17,664
FHO1	3	25,973	15,584	16,363	24,156	21,818	18,701
FHO2	1	28,641	17,184	17,184	25,777	24,059	20,622
FHO2	2	30,513	18,308	18,308	27,463	25,633	21,971
FHO2	3	32,386	19,431	19,431	29,149	27,205	23,319
SpR	1	31,930	19,159	19,159	28,739	26,823	22,991
SpR	2	33,513	20,108	20,108	30,163	28,152	24,131
SpR	3	35,093	21,056	21,056	31,586	29,480	25,269
SpR	4	36,675	22,006	22,006	33,009	30,808	26,407
SpR	5	38,582	23,150	23,150	34,725	32,411	27,780
SpR	6	40,491	24,295	24,295	36,442	34,013	29,155
SpR	7	42,400	25,440	25,440	38,161	35,617	30,528
SpR	8	44,307	26,585	26,585	39,878	37,220	31,903
SpR	9	46,205	27,730	27,730	41,595	38,822	33,275
SpR	10	48,123	28,874	28,874	43,312	40,423	34,649
StR	1	30,605	18,364	18,364	27,546	25,710	22,037
StR	2	32,478	19,497	19,487	29,231	27,282	23,385
StR	3	35,093	21,056	21,056	31,586	29,480	25,269
StR	4	36,675	22,006	22,006	33,009	30,808	26,407
StR	5	38,582	23,150	23,150	34,725	32,411	27,780
StR	6	40,491	24,295	24,295	36,442	34,013	29,155
StR	7	42,400	25,440	25,440	38,161	35,617	30,528
StR	8	44,307	26,585	26,585	39,878	37,220	31,903
StR	9	46,215	27,730	27,730	41,595	38,822	33,275
StR	10	48,123	28,874	28,874	43,312	40,423	34,649
StR (FT)	1	30,605	18,364	18,364	27,546	25,710	22,037
StR (FT)	2	32,478	19,487	19,487	29,231	27,282	23,385
StR (FT)	3	35,093	21,056	21,056	31,586	29,480	25,269
StR (FT)	4	36,675	22,006	22,006	33,009	30,808	26,407
StR (FT)	5	38,582	23,150	23,150	34,725	32,411	27,780
StR (FT)	6	40,491	24,295	24,295	36,442	34,013	29,155

Band F7

Grade		Basic salary	Band F7	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	23,091	16,164	16,973	24,247	22,631	19,398
FHO1	2	24,532	17,173	18,033	26,620	24,042	20,608
FHO1	3	25,973	18,181	19,091	28,182	25,455	21,818
FHO2	1	28,641	20,050	20,050	30,074	28,069	24,059
FHO2	2	30,513	21,359	21,359	32,040	29,904	25,632
FHO2	3	32,386	22,670	22,670	34,006	31,739	27,205
SpR	1	31,930	22,351	22,351	33,528	31,293	26,823
SpR	2	33,513	23,459	23,459	35,189	32,843	28,152
SpR	3	35,093	24,566	24,566	36,849	34,393	29,480
SpR	4	36,675	25,673	25,673	38,510	35,942	30,808
SpR	5	38,582	27,008	27,008	40,512	37,812	32,411
SpR	6	40,491	28,345	28,345	42,517	39,683	34,014
SpR	7	42,400	29,680	29,680	44,520	41,551	35,616
SpR	8	44,307	31,015	31,015	46,523	43,422	37,219
SpR	9	46,215	32,350	32,350	48,404	45,291	38,821
SpR	10	48,123	33,687	33,687	50,530	47,162	40,424
StR	1	30,605	21,324	21,424	32,136	29,994	25,710
StR	2	32,478	22,735	22,735	34,103	31,829	27,282
StR	3	35,093	24,566	24,566	36,849	34,393	29,480
StR	4	36,675	25,673	25,673	38,510	35,942	30,808
StR	5	38,582	27,008	27,008	40,512	37,812	32,411
StR	6	40,491	28,345	28,345	42,517	39,683	34,014
StR	7	42,400	29,680	29,680	44,520	41,551	35,616
StR	8	44,307	31,015	31,015	46,523	43,422	37,219
StR	9	46,215	32,350	32,350	48,526	45,291	38,821
StR	10	48,123	33,687	33,687	50,530	47,162	40,424
StR (FT)	1	30,605	21,424	21,424	32,136	29,994	25,710
StR (FT)	2	32,478	22,735	22,735	34,103	31,829	27,282
StR (FT)	3	35,093	24,566	24,566	36,849	34,393	29,480
StR (FT)	4	36,675	25,673	25,673	38,510	35,942	30,808
StR (FT)	5	38,582	27,008	27,008	40,512	37,812	32,411
StR (FT)	6	40,491	28,345	28,345	42,517	39,683	33,014

Band F8

Grade		Basic salary	Band F8	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	23,091	18,473	19,397	27,710	25,863	22,167
FHO1	2	24,532	19,626	20,608	30,421	27,477	23,552
FHO1	3	25,973	20,779	21,818	32,208	29,090	24,934
FHO2	1	28,641	22,913	22,913	34,369	32,078	27,496
FHO2	2	30,513	24,411	24,411	36,617	34,175	29,293
FHO2	3	32,386	25,910	25,910	38,865	36,274	31,092
SpR	1	31,930	25,544	25,544	38,317	35,763	30,655
SpR	2	33,513	26,810	26,810	40,215	37,535	32,173
SpR	3	35,093	28,075	28,075	42,113	38,305	33,691
SpR	4	36,675	29,341	29,341	44,010	41,077	35,209
SpR	5	38,582	30,867	30,867	46,299	43,214	37,040
SpR	6	40,491	32,394	32,394	48,590	45,351	38,872
SpR	7	42,400	33,921	33,921	50,881	47,468	40,705
SpR	8	44,307	35,446	35,446	53,169	49,625	42,536
SpR	9	46,215	36,972	36,972	55,459	51,761	44,367
SpR	10	48,123	38,498	38,498	57,748	53,898	46,198
StR	1	30,605	24,484	24,484	36,727	34,278	29,382
StR	2	32,478	25,983	25,983	38,975	36,377	31,181
StR	3	35,093	28,075	28,075	42,113	39,305	33,691
StR	4	36,675	29,341	29,341	44,010	41,077	35,209
StR	5	38,582	30,867	30,867	46,299	43,214	37,040
StR	6	40,491	32,394	32,394	48,590	45,351	38,872
StR	7	42,400	33,921	33,921	50,881	47,489	40,705
StR	8	44,307	35,446	35,446	53,169	49,625	42,536
StR	9	46,215	36,972	36,972	55,459	51,761	44,367
StR	10	48,123	38,498	38,498	57,748	53,898	46,198
StR (FT)	1	30,605	24,484	24,484	36,727	34,278	29,382
StR (FT)	2	32,478	25,983	25,983	38,975	36,377	31,181
StR (FT)	3	35,093	28,075	28,075	42,113	39,305	33,691
StR (FT)	4	36,675	29,341	29,341	44,010	41,077	35,209
StR (FT)	5	38,582	30,867	30,867	46,299	43,214	37,040
StR (FT)	6	40,491	32,394	32,394	48,590	45,351	38,872

Band F9

Grade		Basic salary	Band F9	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	23,091	20,783	21,822	31,175	29,096	24,939
FHO1	2	24,532	22,080	23,185	34,226	43,057	26,496
FHO1	3	25,973	23,375	24,545	36,233	32,726	28,051
FHO2	1	28,641	25,777	25,777	38,666	36,088	30,932
FHO2	2	30,513	27,462	27,462	41,194	38,448	32,955
FHO2	3	32,386	29,149	29,149	43,737	40,808	34,978
SpR	1	31,930	28,738	28,738	43,107	40,232	34,485
SpR	2	33,513	30,162	30,162	45,243	42,226	36,194
SpR	3	35,093	31,585	31,585	47,376	44,218	37,902
SpR	4	36,675	33,008	33,008	49,511	46,211	39,609
SpR	5	38,582	34,724	34,724	52,087	48,614	41,669
SpR	6	40,491	36,442	36,442	54,663	51,019	43,731
SpR	7	42,400	38,160	38,160	57,240	53,425	45,792
SpR	8	44,307	39,877	39,877	59,815	55,828	47,853
SpR	9	46,215	41,594	41,594	62,391	58,232	49,912
SpR	10	48,123	43,312	43,312	64,967	60,636	51,975
StR	1	30,605	27,545	27,545	41,317	38,563	33,054
StR	2	32,478	29,231	29,231	43,847	40,923	35,077
StR	3	35,093	31,585	31,585	47,376	44,218	37,902
StR	4	36,675	33,008	33,008	49,511	46,211	39,609
StR	5	38,582	34,724	34,724	52,087	48,614	41,469
StR	6	40,491	36,442	36,442	54,663	51,019	43,731
StR	7	42,400	38,160	38,160	57,240	53,425	45,792
StR	8	44,307	39,877	39,877	59,815	55,859	47,853
StR	9	46,215	41,594	41,594	62,391	58,232	49,263
StR	10	48,123	43,312	43,312	64,937	60,636	51,975
StR (FT)	1	30,605	27,545	27,545	41,317	38,563	33,054
StR (FT)	2	32,478	29,231	29,231	43,847	40,923	35,077
StR (FT)	3	35,093	31,585	31,585	47,376	44,218	37,902
StR (FT)	4	36,675	33,008	33,008	49,511	46,211	39,609
StR (FT)	5	38,582	34,724	34,724	52,087	48,614	41,669
StR (FT)	6	40,491	36,442	36,442	54,663	51,019	43,731

ANNEX A: SECTION 5

OTHER FEES, CHARGES AND ALLOWANCES

TC8 Handbook (NI) June 2008 Paragraph ¹⁰ / Schedule ¹¹	Nature of fee, charge or allowance	Payable for each	Rate £
32.b / Sch 10&11	Radiology and pathology tests (routine screening of employees)	Item of service	3.67
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,214.06
STAFF FUND			
88	Payment for each eligible bed	Year	664
91(a)	Payment for provision of a casualty service:	Higher rate: Lower rate: 12 hrs per day Mon-Fri	Year Year Year 8,179 4,090 2,924
91(b)	Payment for each notional half-day of clinical work per week	Year	4,652
91(b)	Payment for one hour or less of clinical work per week:	Year	1,239
91(b)	Payment for one hour but not more than 2 hours of clinical work per week: (i.e. twice hourly rate)	Year	2,478
93	Payment for each casualty seen, where the number is less than 200 per annum	Casualty seen	26.72
94 & 105	Payment to part-time Medical and Dental Officers: per weekly notional half-day	Year	4,652
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	41,868
94 & 105	Where the number of hours per week is not more than 2:		
	Payment for 1 hour or less	Year	1,239
	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	2,478
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	25.20
104	Maximum payment per session (ie three times hourly rate)	Session	75.60

Paragraph ¹⁰ / Schedule ¹¹	Nature of fee, charge or allowance	Payable for each	Rate £
141 & 142/ Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	Item of service	83.37
	Intermediate Rate	Item of service	41.69
143/ Sch11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Series of visits	250.11
145/ Sch10	Combined fee for completion of form A655	Item of service	127.13
	For re-examination (provided previous form A655 available)	Item of service	108.62
146	Lower rate	Item of service	20.87
155	Exceptional consultation by a consultant	Consultation	156.16
157	Exceptional consultation by a general practitioner	Consultation	51.54
165/ Sch 11	Fees for lectures to nurses, etc:		
	Consultants	Lecture	60.48
	, Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	Lecture	47.93
	Other grades	Lecture	35.21
166/ Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	76.62

ANNEX A: SECTION 6
TRANSPORT ALLOWANCES¹²

1. Public transport rate: 24p 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	(£)	508	626	760	760
Up to 9000 miles	(p)	29.7	36.9	44	44
9001 – 15000 miles	(p)	17.8	20.1	22.6	22.6
Thereafter	(p)	17.8	20.1	22.6	22.6

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)	37.4	47.3	58.3	58.3
3501 - 9000 miles	(p)	23.0	28.2	33.5	41.0
9001 - 15000	(p)	17.8	20.1	22.7	25.5
Thereafter	(p)	17.8	20.1	22.6	22.6

4. Other motor vehicles:¹⁵

Engine capacity	(cc)	Up to 125	Over 125
Up to 5000 miles	(p)	17.8	27.8
Over 5000 miles	(p)	6.7	9.9

5. Passenger allowance

Each passenger: 5p per mile

6. Pedal cycles: For local agreement, subject to a minimum of 10p 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:			
$\frac{\left(\text{Cost of Contract Hire at maximum quoted mileage} \right) - \left(\text{Cost of Contract hire at minimum quoted mileage} \right)}{1000}$ <p>plus total excess costs for non-base vehicle, where appropriate, plus VAT on total charge to practitioner (A + B).</p>				

ANNEX A: SECTION 7

LOCUM TENENS APPOINTMENTS

Consultant		
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. ¹⁷		
	Rate (£): per week	Rate (£): PA / Session / Notional half-day
Specialty Doctor (2008)	870.35	87.03
Associate Specialist (2008)	1,183.62	118.36
Associate Specialist (pre 2008 contract)	1,020.90	92.81
Part-time Medical Officer (paras 94-105)	-	91.01
Hospital Practitioner	-	104.55
Staff Grade (pre 2008 contract)	861.07	86.10

Post-graduate Doctors in Training.

In July 2012, a Regional locum rate was agreed for the payment of short-term locum appointments. Details of remuneration for these doctors can be found in the HSC (TC8) 2/2015 addendum 22nd January 2016, from the Director of Human Resources.

Foundation House Officer, Specialist Registrar, Registrar & Senior Registrar:		
Band	Working Arrangement	Supplement
LL	Covering a post for one week	1.2 x total salary (basic salary + banding supplement) ¹⁸

Weekly Rates (£) : Band LL								
	Basic Rate¹⁸	No band	1C	1B	1A	2B	2A	3
Band	x1	-	x1.2	x1.4	x1.5	x1.5	x1.8	x2.0
FHO1	564.56	592.96	677.48	790.40	846.84	846.84	1016.22	1129.13
FHO2	702.65	702.65	843.18	983.70	1,053.97	1,053.97	1,264.76	1,405.29
SpR	910.25	910.25	1092.32	1274.36	1365.38	1365.38	1638.46	1820.51
StR (Higher Rate)	910.25	910.25	1092.32	1274.36	1365.38	1365.38	1638.46	1820.51
StR (Lower Rate)	826.04	826.04	991.25	1156.46	1239.06	1239.06	1489.87	1652.08

ANNEX A: SECTION 8

FAMILY PLANNING FEES AND MISCELLANEOUS

EFFECTIVE FROM 1 APRIL 2017

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 circular solely for the convenience of users. For Consultants on the 2004 contract, employers should note the principles in Schedule 11 of the Terms and Conditions governing receipt of additional fees. For SAS doctors on the 2008 contract, employers should note the principles of Schedule 12 of the TCS governing receipt of fees.

1. FAMILY PLANNING FEES		Operating Fee £	Anaesthetist's Fee £
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	119.96	59.19
	b. during the course of another procedure	81.09	39.23
ii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	162.18	79.21
	b. during the course of another procedure	108.48	52.77
iii.	Fee for the reversal of male sterilisation	184.44	92.16
iv.	Fee for the reversal of female sterilisation	257.98	129.26
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
	a. as a separate procedure	81.09	59.19
	b. during the course of another procedure	53.65	39.23
	c. where the removal of a mis-placed device involves laparoscopy or laparotomy	257.98	129.26
		Payable per	
vi.	Examination and report on pathological specimens in connection with HSC family planning cases	Case	22.21
vii.	Radiological services provided in connection with HSC family planning cases	Case	22.21
viii.	Notional half-day special family planning session	Session	137.92
2. MISCELLANEOUS			
i.	Junior hospital doctors in "peripheral" hospitals	Allowance per year	2,392.94
ii.	Fee for College or Faculty nominee attending a consultant or hospital practitioner Advisory Appointment Panel/Committee.	Full day	129.19
		Half day	64.60
iii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Circular HSS(OS3) 2/82).	Full day	197.38
		Half day	98.70

ANNEX A: SECTION 9

PAY AND ALLOWANCES: SALARIED DENTAL STAFF INCLUDING THE COMMUNITY DENTAL SERVICE

PAY SCALE FOR SALARIED DENTAL and COMMUNITY DENTISTS

GRADE	PAY POINT	£
Band 1		Scales from 1 April 2017
Salaried Dentist MO25	1	35,667
	2	38,552
	3	41,436
	4	44,324
	5	47,209
	6	50,094
	7	52,980
	8	55,866
Band 2		
Senior Salaried Dentist MO24	1	50,968
	2	55,002
	3	59,035
	4	63,068
	5	67,102
	6	67,992
	7	68,881
Band 3		
Assistant Clinical Director Salaried Dentist MO18	1	67,727
	2	68,775
	3	69,822
	4	70,871
	5	71,919
	6	72,967
Band 4		
Clinical Director salaried Dentist MO11	1	67,727
	2	68,775
	3	69,822
	4	70,871
	5	71,919
	6	72,967
	7	74,016
	8	75,082
	9	76,130
	10	77,178

* Performance Based Increments

ANNEX A: SECTION 10

3. PAYMENTS IN RESPECT OF GP SPECIALTY REGISTRAR'S ALLOWANCE – new rates effective date 1 April 2017

Doctors taking up a GPST placement from a training grade if not already in the Specialty Registrar (StR) grade should be assimilated to that grade on entry and paid in accordance with table (a) below, except where the previous post was as a Specialist Registrar (SpR) and the doctor was on the minimum or first incremental point of that scale, when the allowance should be determined as in table (b) below. Doctors entering from other grades are provided for separately (c). The date of the formal contract for each specific placement and not entry to the GPVTS programme as a whole will determine the supplement payable in each placement.

		Formal contract for practice placement made:								
		Pre-April 2007 Supplement 65%		April 2007 – March 2008 Supplement 55%		April 2008 – March 2009 Supplement 50%		From April 2009 Supplement 45%		
Scale point	Basic Salary (all contracts)	Supplement	Total Allowance	Supplement	Total Allowance	Supplement	Total Allowance	Supplement	Total Allowance	
a) StR point 01	30,605	n/a	n/a	16,834	47,439	15,303	45,908	13,772	44,377	*
StR point 02	32,478	n/a	n/a	17,863	50,340	16,239	48,717	14,616	47,094	
StR point 03	35,093	n/a	n/a	19,302	54,396	17,547	52,640	15,792	50,866	*
StR point 04	36,675	n/a	n/a	20,172	56,846	18,338	55,012	16,504	53,179	*
StR point 05	38,582	n/a	n/a	21,221	59,803	19,291	57,873	17,362	55,944	*‡
StR point 06	40,491	n/a	n/a	22,271	62,761	20,245	60,736	18,221	58,712	*
StR point 07	42,400	n/a	n/a	23,321	65,720	21,200	63,599	19,080	61,480	*
StR point 08	44,307	n/a	n/a	24,369	68,676	22,153	66,461	19,938	64,246	*
StR point 09	46,215	n/a	n/a	25,419	71,633	23,108	69,322	20,797	67,011	*
StR point 10	48,123	n/a	n/a	26,488	74,592	24,062	72,186	21,655	69,779	
b) SpR point 01	31,930	20,549	52,163	17,562	49,492	15,966	47,896	14,369	46,299	*
SpR point 02	33,513	21,784	55,295	18,433	51,944	16,756	50,269	15,081	48,593	*

Notes:

* Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

‡ Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the maximum of the Registrar scale is equivalent to 5th Year Specialist/Specialty Registrar (scale point 05).

† Doctors on the first incremental point (02) of the Specialist Registrar scale will on reaching their incremental date move to the second incremental point (03) of the Specialty Registrar scale.

ANNEX A: SECTION 11

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.health-ni.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 (TC 8 Handbook)
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 HSC 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.