



Department of
Health

An Roinn Sláinte

Máinnystrie O Poustie

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WORKFORCE POLICY DIRECTORATE

Chief Executive of each HSC Trust, Business Services Organisation and NIMDTA

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Director of Human Resources

Director of Medical Services

Director of Public Health

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HSC (TC8) 01/2024

Date 10 April 2024

Dear Colleague

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

Action

1. This circular informs HSC employers of a 6% uplift for the Medical and Dental workforce. Doctors and Dentists in training (Junior doctors) will receive an additional £1,250. Those Doctors and Dentists on the 2021 SAS contracts will receive an additional 3% added to the values of the final year of their multi-year deal.
2. This pay uplift is for medical and dental staff covered by national Medical and Dental Terms and Conditions of Service and applies from 1 April 2023. It uplifts the national pay rates of Hospital Medical and Dental staff, Doctors and Dentists in Public Health, Dentists in the Community Dental Services, Salaried Dental staff and Salaried General Practitioners effective from 1 April 2023.
3. 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;
 - GP Educator Pay Scales

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 2009.

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 11.

Effect of amendments

6. The revised national salaries, fees and allowances set out in the Annexes to this pay circular replace those notified in Pay circular HSC (TC8) 3/2022 and addenda thereto and will take effect from 1 April 2023. **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-2024>

Yours sincerely



Chris Wilkinson
Head of Pay and Employment Unit
Workforce Policy Directorate

ANNEX A: SECTION 1A
BASIC RATES OF PAY PER ANNUM effective from 1 April 2023
NB – End notes appear at Section 14 of Annex A

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		94,127	97,076	100,024	102,970	105,908	112,912	119,912	126,907
Consultant appointed before 15 January 2004		See Section 2: Table 1 for detailed pay scales								

Grade	Pay Scale Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Specialty Registrar (full)	M241	38,780	41,078	44,283	46,224	48,563	50,903	53,243	55,582 ⁵	57,921 ⁵	60,261 ⁵				
Specialty Registrar (CT)	M242	38,780	41,078	44,283	46,224	48,563	50,903								
Specialty Registrar (FT)	M240	38,780	41,078	44,283	46,224	48,563	50,903								
Foundation House Officer 2	M230	36,371	38,666	40,964											
Foundation House Officer 1	M220	29,566	31,334	33,099											
Hospital practitioner	M200 - M204	5,696	6,026	6,357	6,686	7,016	7,345	7,675							

Annex A: Section 1B

Basic rates of pay per annum, effective from 1 April 2023 for closed pay scale.

The Table below denotes closed pay scales, doctors should not be placed on these pay scales.

Grade	Pay Scale Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Associate Specialist (closed grade)	M080 ¹	48,325	53,441	58,559	63,678	68,794	73,912	80,673	86,530	88,961 ²	92,131 ²	95,303 ²	98,476 ²	101,645 ²	104,819 ²
Staff Grade Practitioner (closed grade)	M211/ M212 ¹⁺³	M211	M211	M211	M211	M211	M211	M212	M212	M212	M212	M212	M212		
		43,717	47,185	50,656	54,128	57,598	61,684	64,538 ⁴	68,007 ⁴	71,478 ⁴	74,948 ⁴	78,418 ⁴	81,891 ⁴		
Specialist Registrar (closed grade)	M101 ¹	39,156	41,097	43,033	44,974	47,313	49,653	51,993 ⁵	54,332 ⁵	56,671 ⁵	59,011 ⁵				
Grade	Pay Scale Code	1	2	3	4	5	6	7	8	9	10	11			
Period spent on pay point		(1 year)	(1 year)	(1 year)	(1 year)	(1 year)	(2 years)	(2 years)	(2 years)	(3 years)	(3 years)	Final			
Specialty Doctor (2008)	M215 ¹	47,186	51,223	56,467	59,278	63,329	67,365	71,489	75,616	79,741	83,868	87,994			
Associate Specialist (2008)	M090 ¹	66,158	71,477	76,793	83,815	89,899	92,425	95,721	99,015	102,310	105,603	108,903			

ANNEX A: SECTION 2

CONSULTANT PAY AND ALLOWANCES EFFECTIVE FROM 1 APRIL 2023

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

Pay Scale	Seniority	Pay Threshold	Basic salary (23/24)	Years after transfer before threshold level changes
M430	30+	7	112,912	Salary on transfer
		8	119,912	1 year after transfer
			126,907	2 years after transfer
M421	21-29	6	105,908	Salary on transfer
		7	112,912	1 year after transfer
		8	119,912	2 years after transfer
M420	20	6	105,908	Salary on transfer
		7	112,912	1 year after transfer
		8	119,912	3 years after transfer
M419	19	6	105,908	Salary on transfer
		7	112,912	1 year after transfer
		8	119,912	3 years after transfer
M418	18	6	105,908	Salary on transfer
		7	112,912	2 years after transfer
		8	119,912	3 years after transfer
M417	17	6	105,908	Salary on transfer
		7	112,912	2 years after transfer
		8	119,912	4 years after transfer
M416	16	6	105,908	Salary on transfer
		7	112,912	3 years after transfer
		8	119,912	4 years after transfer
M415	15	6	105,908	Salary on transfer
		7	112,912	3 years after transfer
		8	119,912	4 years after transfer
M414	14	6	105,908	Salary on transfer
		7	112,912	3 years after transfer
		8	119,912	5 years after transfer
M413	13	6	105,908	Salary on transfer
		7	112,912	3 years after transfer
		8	119,912	5 years after transfer
M412	12	6	105,908	Salary on transfer
		7	112,912	3 years after transfer
		8	119,912	6 years after transfer
			126,907	11 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (23/24)	Years after transfer before threshold level changes
M411	11	6	105,908	Salary on transfer
		7	112,912	4 years after transfer
		8	119,912	7 years after transfer
			126,907	12 years after transfer
M410	10	6	105,908	Salary on transfer
		7	112,912	4 years after transfer
		8	119,912	8 years after transfer
			126,907	13 years after transfer
M409	9	6	105,908	Salary on transfer
		7	112,912	4 years after transfer
		8	119,912	9 years after transfer
			126,907	14 years after transfer
M408	8	6	105,908	Salary on transfer
		7	112,912	5 years after transfer
		8	119,912	10 years after transfer
			126,907	15 years after transfer
M407	7	6	105,908	Salary on transfer
		7	112,912	5 years after transfer
		8	119,912	10 years after transfer
			126,907	15 years after transfer
M406	6	5	104,440	Salary on transfer
		6	105,908	1 year after transfer
		7	112,912	5 years after transfer
		8	119,912	10 years after transfer
			126,907	15 years after transfer
M405	5	*	102,970	Salary on transfer
		5	104,440	1 year after transfer
		6	105,908	2 years after transfer
		7	112,912	6 years after transfer
		8	119,912	11 years after transfer
			126,907	16 years after transfer
M404	4	3	96,341	Salary on transfer
		4	100,024	1 year after transfer
		5	102,970	2 years after transfer
		6	105,908	3 years after transfer
		7	112,912	6 years after transfer
		8	119,912	11 years after transfer
			126,907	16 years after transfer
M403	3	*	95,599	Salary on transfer
		4	98,547	1 year after transfer
		5	102,970	2 years after transfer
		6	105,908	3 years after transfer
		7	112,912	7 years after transfer
		8	119,912	12 years after transfer
			126,907	17 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (23/24)	Years after transfer before threshold level changes
M402	2		94,864	Salary on transfer
		2	97,076	1 year after transfer
		4	102,970	2 years after transfer
		5	105,908	3 years after transfer
		6	112,912	8 years after transfer
		7	119,912	13 years after transfer
		8	126,907	18 years after transfer
M401	1		94,127	Salary on transfer
		*	95,599	1 year after transfer
		3	100,024	2 years after transfer
		4	102,970	3 years after transfer
		5	105,908	4 years after transfer
		6	112,912	9 years after transfer
		7	119,912	14 years after transfer
		8	126,907	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 ⁶

Supplement Band	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£13,646	£19,808	
Band B	M006	£5,284	£10,579	£13,646
Band C	M007	£4,418	£8,804	£10,579
Band D		£3,522	£7,042	£8,804

Table 3: 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 4: Clinical Excellence Awards

Awarded by Local Committee	Step 1	£2,957
	Step 2	£5,914
	Step 3	£8,871
	Step 4	£11,828
	Step5	£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

ANNEX A: SECTION 3A

Specialty Doctor & Associate Specialist (2008) Closed Pay Scales with effect from 1 April 2023

Doctors should not be placed on these closed pay scales, see Section 3B for new pay scales

Pay Scales	Specialty Doctor (M215)	Associate Specialist (M090)	Period before eligibility for next pay point	Payroll Code and Grade Step
1	47,186	66,158	1 year	M215/M090 - 01
2	51,223	71,477	1 year	M215/M090 - 02
3	56,467	76,793	1 year	M215/M090 - 03
4	59,278	83,815	1 year	M215/M090 - 04
5	63,329	89,899	1 year	M215/M090 - 05
6	67,365	92,425	2 years	M215/M090 - 06
	67,365	92,425	1 year	M215/M090 - 07
7	71,489	95,721	2 years	M215/M090 - 08
	71,489	95,721	1 year	M215/M090 - 09
8	75,616	99,015	2 years	M215/M090 - 10
	75,616	99,015	1 year	M215/M090 - 11
9	79,741	102,310	3 years	M215/M090 - 12
	79,741	102,310	2 years	M215/M090 - 13
	79,741	102,310	1 year	M215/M090 - 14
10	83,868	105,603	3 years	M215/M090 - 15
	83,868	105,603	2 years	M215/M090 - 16
	83,868	105,603	1 year	M215/M090 - 17
11	87,994	108,903		M215/M090 - 18

Annex A: Section 3B

Specialty Doctor (2021 contract) basic Pay as per the Framework Agreement

Effective date 1st April 2023

Year of experience	Year 1 2021/22	Year 2 2022/23	Year 3 2023/24 amended to include the 3% uplift	New pay point on Structure 2023/24
1	45,344	50,485	52,530	1
2	45,344	50,485	52,530	
3	49,985	50,485	52,530	
4	56,061	56,850	60,519	2
5	56,061	56,850	60,519	
6	58,756	58,756	60,519	
7	63,285	64,150	67,465	3
8	63,285	64,150	67,465	
9	63,285	64,150	67,465	
10	66,937	71,550	74,675	4
11	66,937	71,550	74,675	
12	70,590	71,550	74,675	
13	70,590	75,430	82,400	5 – top
14	70,590	75,430	82,400	
15	74,243	75,430	82,400	
16	74,243	75,430	82,400	
17	74,243	75,430	82,400	
18	77,895	79,000	82,400	

Specialist Grade (2021 contract) basic pay as per the Framework Agreement

Effective Date 1st April 2023

Pay Point	Year of experience	2021/22	2022/23	2023/24 amended to include the 3% uplift
1	1	79,894	80,693	83,945
	2	79,894	80,693	83,945
	3	79,894	80,693	83,945
2	4	85,286	86,139	89,610
	5	85,286	86,139	89,610
	6	85,286	86,139	89,610
3 - top	7	90,677	91,584	95,275

Annex A: Section 4

Salaried GP Range with effect from 1 April 2023

Minimum	Maximum
£69,974	£105,592

**ANNEX A: SECTION 5: TABLE 1
DOCTORS IN TRAINING**

Total salaries for full-time training posts ⁸ from 1 April 2023

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
		£	£	£	£	£	£	£
FH01	1	29,566	31,044	35,479	41,392	44,349	53,219	59,132
FHO1	2	31,334	32,901	37,601	43,868	47,001	56,401	62,668
FHO1	3	33,099	34,754	39,719	46,339	49,649	59,578	66,198
FHO2	1	36,371	36,371	43,645	50,919	54,557	65,468	72,742
FHO2	2	38,666	38,666	46,399	54,132	57,999	69,599	77,332
FHO2	3	40,964	40,964	49,157	57,350	61,446	73,735	81,928
SpR	1	40,406	40,406	48,487	56,568	60,609	72,731	80,812
SpR	2	42,347	42,347	50,816	59,286	63,521	76,225	84,694
SpR	3	44,283	44,283	53,140	61,996	66,425	79,709	88,566
SpR	4	46,224	46,224	55,469	64,714	69,336	83,203	92,448
SpR	5	48,563	48,563	58,276	67,988	72,845	87,413	97,126
SpR	6	50,903	50,903	61,084	71,264	76,355	91,625	101,806
SpR	7	53,243	53,243	63,892	74,540	79,865	95,837	106,486
SpR	8	55,582	55,582	66,698	77,815	83,373	100,048	111,164
SpR	9	57,921	57,921	69,505	81,089	86,882	104,258	115,842
SpR	10	60,261	60,261	72,313	84,365	90,392	108,470	120,522
StR	1	38,780	38,780	46,536	54,292	58,170	69,804	77,560
StR	2	41,078	41,078	49,294	57,509	61,617	73,940	82,156
StR	3	44,283	44,283	53,140	61,996	66,425	79,709	88,566
StR	4	46,224	46,224	55,469	64,714	69,336	83,203	92,448
StR	5	48,563	48,563	58,276	67,988	72,845	87,413	97,126
StR	6	50,903	50,903	61,084	71,264	76,355	91,625	101,806
StR	7	53,243	53,243	63,892	74,540	79,865	95,837	106,486
StR	8	55,582	55,582	66,698	77,815	83,373	100,048	111,164
StR	9	57,921	57,921	69,505	81,089	86,882	104,258	115,842
StR	10	60,261	60,261	72,313	84,365	90,392	108,470	120,522

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	1	38,780	38,780	46,536	54,292	58,170	69,804	77,560
StR (FT) and ST and CT	2	41,078	41,078	49,294	57,509	61,617	73,940	82,156
StR (FT) and ST and CT	3	44,283	44,283	53,140	61,996	66,425	79,709	88,566
StR (FT) and ST and CT	4	46,224	46,224	55,469	64,714	69,336	83,203	92,448
StR (FT) and ST and CT	5	48,563	48,563	58,276	67,988	72,845	87,413	97,126
StR (FT) and ST and CT	6	50,903	50,903	61,084	71,264	76,355	91,625	101,806

ANNEX A: SECTION 5: TABLE 2

DOCTORS IN TRAINING

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

Grade	Point	Banding supplement			Total Salary	
		Basic salary	FB 5%	FA 25%	+5% Band FB	+25% Band FA
		£	£	£	£	£
SpR	1	40,406	2,020	10,102	42,426	50,508
SpR	2	42,347	2,117	10,587	44,464	52,934
SpR	3	44,283	2,214	11,071	46,497	55,354
SpR	4	46,224	2,311	11,556	48,535	57,780
SpR	5	48,563	2,428	12,141	50,991	60,704
SpR	6	50,903	2,545	12,726	53,448	63,629
SpR	7	53,243	2,662	13,311	55,905	66,554
SpR	8 ⁵	55,582	2,779	13,896	58,361	69,478
SpR	9 ⁵	57,921	2,896	14,480	60,817	72,401
SpR	10 ⁵	60,261	3,013	15,065	63,274	75,326

ANNEX A: SECTION 5: 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	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	29,566	14,783	15,522	22,175	20,696	17,740
FHO1	2	31,334	15,667	16,450	23,501	21,934	18,800
FHO1	3	33,099	16,550	17,378	24,825	23,170	19,860
FHO2	1	36,371	18,186	18,186	27,279	25,460	21,823
FHO2	2	38,666	19,333	19,333	29,000	27,066	23,200
FHO2	3	40,964	20,482	20,482	30,723	28,675	24,578
SpR	1	40,406	20,203	20,203	30,305	28,284	24,244
SpR	2	42,347	21,174	21,174	31,761	29,644	25,409
SpR	3	44,283	22,142	22,142	33,213	30,999	26,570
SpR	4	46,224	23,112	23,112	34,668	32,357	27,734
SpR	5	48,563	24,282	24,282	36,423	33,995	29,138
SpR	6	50,903	25,452	25,452	38,178	35,633	30,542
SpR	7	53,243	26,622	26,622	39,933	37,271	31,946
SpR	8	55,582	27,791	27,791	41,687	38,907	33,349
SpR	9	57,921	28,961	28,961	43,442	40,545	34,753
SpR	10	60,261	30,131	30,131	45,197	42,183	36,157
StR	1	38,780	19,390	19,390	29,085	27,146	23,268
StR	2	41,078	20,539	20,539	30,809	28,755	24,647
StR	3	44,283	22,142	22,142	33,213	30,999	26,570
StR	4	46,224	23,112	23,112	34,668	32,357	27,734
StR	5	48,563	24,282	24,282	36,423	33,995	29,138
StR	6	50,903	25,452	25,452	38,178	35,633	30,542
StR	7	53,243	26,622	26,622	39,933	37,271	31,946
StR	8	55,582	27,791	27,791	41,687	38,907	33,349
StR	9	57,921	28,961	28,961	43,442	40,545	34,753
StR	10	60,261	30,131	30,131	45,197	42,183	36,157
StR (FT)	1	38,780	19,390	19,390	29,085	27,146	23,268
StR (FT)	2	41,078	20,539	20,539	30,809	28,755	24,647
StR (FT)	3	44,283	22,142	22,142	33,213	30,999	26,570
StR (FT)	4	46,224	23,112	23,112	34,668	32,357	27,734
StR (FT)	5	48,563	24,282	24,282	36,423	33,995	29,138
StR (FT)	6	50,903	25,452	25,452	38,178	35,633	30,542

Band F6

Grade		Basic salary	Band F6	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	29,566	17,740	18,627	26,610	24,836	21,288
FHO1	2	31,334	18,800	19,740	28,200	26,320	22,560
FHO1	3	33,099	19,859	20,852	29,789	27,803	23,831
FHO2	1	36,371	21,823	21,823	32,735	30,552	26,188
FHO2	2	38,666	23,200	23,200	34,800	32,480	27,840
FHO2	3	40,964	24,578	24,578	36,867	34,409	29,494
SpR	1	40,406	24,244	24,244	36,366	33,942	29,093
SpR	2	42,347	25,408	25,408	38,112	35,571	30,490
SpR	3	44,283	26,570	26,570	39,855	37,198	31,884
SpR	4	46,224	27,734	27,734	41,601	38,828	33,281
SpR	5	48,563	29,138	29,138	43,707	40,793	34,966
SpR	6	50,903	30,542	30,542	45,813	42,759	36,650
SpR	7	53,243	31,946	31,946	47,919	44,724	38,335
SpR	8	55,582	33,349	33,349	50,024	46,689	40,019
SpR	9	57,921	34,753	34,753	52,130	48,654	41,704
SpR	10	60,261	36,157	36,157	54,236	50,620	43,388
StR	1	38,780	23,268	23,268	34,902	32,575	27,922
StR	2	41,078	24,647	24,647	36,971	34,506	29,576
StR	3	44,283	26,570	26,570	39,855	37,198	31,884
StR	4	46,224	27,734	27,734	41,601	38,828	33,281
StR	5	48,563	29,138	29,138	43,707	40,793	34,966
StR	6	50,903	30,542	30,542	45,813	42,759	36,650
StR	7	53,243	31,946	31,946	47,919	44,724	38,335
StR	8	55,582	33,349	33,349	50,024	46,689	40,019
StR	9	57,921	34,753	34,753	52,130	48,654	41,704
StR	10	60,261	36,157	36,157	54,236	50,620	43,388
StR (FT)	1	38,780	23,268	23,268	34,902	32,575	27,922
StR (FT)	2	41,078	24,647	24,647	36,971	34,506	29,576
StR (FT)	3	44,283	26,570	26,570	39,855	37,198	31,884
StR (FT)	4	46,224	27,734	27,734	41,601	38,828	33,281
StR (FT)	5	48,563	29,138	29,138	43,707	40,793	34,966
StR (FT)	6	50,903	30,542	30,542	45,813	42,759	36,650

Band F7

Grade		Basic salary	Band F7	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	29,566	20,696	21,731	31,044	28,974	24,835
FHO1	2	31,334	21,934	23,031	32,901	30,708	26,321
FHO1	3	33,099	23,169	24,327	34,754	32,437	27,803
FHO2	1	36,371	25,460	25,460	38,190	35,644	30,552
FHO2	2	38,666	27,066	27,066	40,599	37,892	32,479
FHO2	3	40,964	28,675	28,675	43,013	40,145	34,410
SpR	1	40,406	28,284	28,284	42,426	39,598	33,941
SpR	2	42,347	29,643	29,643	44,465	41,500	35,572
SpR	3	44,283	30,998	30,998	46,497	43,397	37,198
SpR	4	46,224	32,357	32,357	48,536	45,300	38,828
SpR	5	48,563	33,994	33,994	50,991	47,592	40,793
SpR	6	50,903	35,632	35,632	53,448	49,885	42,758
SpR	7	53,243	37,270	37,270	55,905	52,178	44,724
SpR	8	55,582	38,907	38,907	58,361	54,470	46,688
SpR	9	57,921	40,545	40,545	60,818	56,763	48,654
SpR	10	60,261	42,183	42,183	63,275	59,056	50,620
StR	1	38,780	27,146	27,146	40,719	38,004	32,575
StR	2	41,078	28,755	28,755	43,133	40,257	34,506
StR	3	44,283	30,998	30,998	46,497	43,397	37,198
StR	4	46,224	32,357	32,357	48,536	45,300	38,828
StR	5	48,563	33,994	33,994	50,991	47,592	40,793
StR	6	50,903	35,632	35,632	53,448	49,885	42,758
StR	7	53,243	37,270	37,270	55,905	52,178	44,724
StR	8	55,582	38,907	38,907	58,361	54,470	46,688
StR	9	57,921	40,545	40,545	60,818	56,763	48,654
StR	10	60,261	42,183	42,183	63,275	59,056	50,620
StR (FT)	1	38,780	27,146	27,146	40,719	38,004	32,575
StR (FT)	2	41,078	28,755	28,755	43,133	40,257	34,506
StR (FT)	3	44,283	30,998	30,998	46,497	43,397	37,198
StR (FT)	4	46,224	32,357	32,357	48,536	45,300	38,828
StR (FT)	5	48,563	33,994	33,994	50,991	47,592	40,793
StR (FT)	6	50,903	35,632	35,632	53,448	49,885	42,758

Band F8

Grade		Basic salary	Band F8	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	29,566	23,653	24,836	35,480	33,114	28,384
FHO1	2	31,334	25,067	26,320	37,601	35,094	30,080
FHO1	3	33,099	26,479	27,803	39,719	37,071	31,775
FHO2	1	36,371	29,097	29,097	43,646	40,736	34,916
FHO2	2	38,666	30,933	30,933	46,400	43,306	37,120
FHO2	3	40,964	32,771	32,771	49,157	45,879	39,325
SpR	1	40,406	32,325	32,325	48,488	45,255	38,790
SpR	2	42,347	33,878	33,878	50,817	47,429	40,654
SpR	3	44,283	35,426	35,426	53,139	49,596	42,511
SpR	4	46,224	36,979	36,979	55,469	51,771	44,375
SpR	5	48,563	38,850	38,850	58,275	54,390	46,620
SpR	6	50,903	40,722	40,722	61,083	57,011	48,866
SpR	7	53,243	42,594	42,594	63,891	59,632	51,113
SpR	8	55,582	44,466	44,466	66,699	62,252	53,359
SpR	9	57,921	46,337	46,337	69,506	64,872	55,604
SpR	10	60,261	48,209	48,209	72,314	67,493	57,851
StR	1	38,780	31,024	31,024	46,536	43,434	37,229
StR	2	41,078	32,862	32,862	49,293	46,007	39,434
StR	3	44,283	35,426	35,426	53,139	49,596	42,511
StR	4	46,224	36,979	36,979	55,469	51,771	44,375
StR	5	48,563	38,850	38,850	58,275	54,390	46,620
StR	6	50,903	40,722	40,722	61,083	57,011	48,866
StR	7	53,243	42,594	42,594	63,891	59,632	51,113
StR	8	55,582	44,466	44,466	66,699	62,252	53,359
StR	9	57,921	46,337	46,337	69,506	64,872	55,604
StR	10	60,261	48,209	48,209	72,314	67,493	57,851
StR (FT)	1	38,780	31,024	31,024	46,536	43,434	37,229
StR (FT)	2	41,078	32,862	32,862	49,293	46,007	39,434
StR (FT)	3	44,283	35,426	35,426	53,139	49,596	42,511
StR (FT)	4	46,224	36,979	36,979	55,469	51,771	44,375
StR (FT)	5	48,563	38,850	38,850	58,275	54,390	46,620
StR (FT)	6	50,903	40,722	40,722	61,083	57,011	48,866

Band F9

Grade		Basic salary	Band F9	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	29,566	26,609	27,939	39,914	37,253	31,931
FHO1	2	31,334	28,201	29,611	42,302	39,481	33,841
FHO1	3	33,099	29,789	31,278	44,684	41,705	35,747
FHO2	1	36,371	32,734	32,734	49,101	45,828	39,281
FHO2	2	38,666	34,799	34,799	52,199	48,719	41,759
FHO2	3	40,964	36,868	36,868	55,302	51,615	44,242
SpR	1	40,406	36,365	36,365	54,548	50,911	43,638
SpR	2	42,347	38,112	38,112	57,168	53,357	45,734
SpR	3	44,283	39,855	39,855	59,783	55,797	47,826
SpR	4	46,224	41,602	41,602	62,403	58,243	49,922
SpR	5	48,563	43,707	43,707	65,561	61,190	52,448
SpR	6	50,903	45,813	45,813	68,720	64,138	54,976
SpR	7	53,243	47,919	47,919	71,879	67,087	57,503
SpR	8	55,582	50,024	50,024	75,036	70,034	60,029
SpR	9	57,921	52,129	52,129	78,194	72,981	62,555
SpR	10	60,261	54,235	54,235	81,353	75,929	65,082
StR	1	38,780	34,902	34,902	52,353	48,863	41,882
StR	2	41,078	36,970	36,970	55,455	51,758	44,364
StR	3	44,283	39,855	39,855	59,783	55,797	47,826
StR	4	46,224	41,602	41,602	62,403	58,243	49,922
StR	5	48,563	43,707	43,707	65,561	61,190	52,448
StR	6	50,903	45,813	45,813	68,720	64,138	54,976
StR	7	53,243	47,919	47,919	71,879	67,087	57,503
StR	8	55,582	50,024	50,024	75,036	70,034	60,029
StR	9	57,921	52,129	52,129	78,194	72,981	62,555
StR	10	60,261	54,235	54,235	81,353	75,929	65,082
StR (FT)	1	38,780	34,902	34,902	52,353	48,863	41,882
StR (FT)	2	41,078	36,970	36,970	55,455	51,758	44,364
StR (FT)	3	44,283	39,855	39,855	59,783	55,797	47,826
StR (FT)	4	46,224	41,602	41,602	62,403	58,243	49,922
StR (FT)	5	48,563	43,707	43,707	65,561	61,190	52,448
StR (FT)	6	50,903	45,813	45,813	68,720	64,138	54,976

ANNEX A: SECTION 6

OTHER FEES, CHARGES AND ALLOWANCES

TC8 Handbook (NI) June 2008 Paragraph ¹¹ / Schedule ¹²	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
88	Staff fund		
91.(a)	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
94 & 105	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 ¹¹ / Schedule ¹	Nature of fee, charge or allowance	Payable for each	Rate £
141 & 142/ Sch 11	DOMICILIARY CONSULTATIONS		
143/Sch 11	Standard Rate	Item of service	83.37
143/Sch 11	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 7

TRANSPORT ALLOWANCES¹³

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 cc and wholly electric cars	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 cc and wholly electric cars	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 Use¹⁷

	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
f	Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:		
	$\frac{(\text{Cost of Contract Hire at } \quad) - (\text{Cost of Contract hire at } \quad)}{(\text{maximum quoted mileage } \quad) - (\text{minimum quoted mileage } \quad)}$		
	<p style="text-align: center;">1000</p> <p>plus total excess costs for non-base vehicle, where appropriate,</p> <p>plus VAT on total charge to practitioner (A + B).</p>		

ANNEX A: SECTION 8

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. ¹⁸		
SAS		
	Rate (£): per week	Rate (£): PA / Session / Notional half-day
Specialty Doctor (2008) (CLOSED)	1,082.95	108.30
Associate Specialist (2008) (CLOSED)	1,472.76	147.27
Associate Specialist (pre 2008 contract) (CLOSED)	1,270.29	115.49
Staff Grade (pre 2008 contract) (CLOSED)	1,071.42	107.13
Part-time Medical Officer (paras 94-105)		111.59
Hospital Practitioner		128.21

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, Core Trainee and Specialist Registrar		
Band	Working Arrangement	Supplement
LL	Covering a post for one week	1.2 x total salary (basic salary + banding supplement) ¹⁹

Weekly Rates (£) : Band LL ²⁰								
	Basic Rate ¹⁹	No band	1C	1B	1A	2B	2A	3
Band	x1	-	x1.2	x1.4	x1.5	x1.5	x1.8	x2.0
FHO1	721.11	757.17	865.34	1,009.56	1,081.67	1,081.67	1,298.00	1,442.22
FHO2	889.85	889.85	1,067.81	1,245.78	1,334.77	1,334.77	1,601.73	1,779.70
SpR	1,117.61	1,117.61	1,341.15	1,564.66	1,676.43	1,676.43	2,011.70	2,235.23
StR (Higher Rate)	1,117.61	1,117.61	1,341.15	1,564.66	1,676.43	1,676.43	2,011.70	2,235.23
StR (Lower Rate)	1,019.12	1,019.12	1,222.95	1,426.76	1,528.68	1,528.68	1,834.40	2,038.23

ANNEX A: SECTION 9

FAMILY PLANNING FEES AND MISCELLANEOUS

EFFECTIVE FROM 1 APRIL 2023

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 misplaced device involves laparoscopy or laparotomy	257.98	129.26
vi.	Examination and report on pathological specimens in connection with HSC family planning cases	Payable per 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 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 10

PAY AND ALLOWANCES: SALARIED DENTAL STAFF

PAY SCALE FOR SALARIED DENTAL STAFF with effect from 1 April 2023

GRADE	PAY POINT	£
Band 1		Scales from 1 April 2023
Salaried Dentist MO25	1	43,738
	2	47,276
	3	50,813
	4	54,353
	5	57,891
	6	61,427
	7	64,968*
	8	68,506*
Band 2		
Senior Salaried Dentist M024	1	62,500
	2	67,447
	3	72,392
	4	77,337
	5	82,284
	6	83,376*
	7	84,464*
*Band 3		
Assistant Clinical Director Salaried Dentist M018	1	83,051
	2	84,336
	3	85,619
	4	86,907
	5	88,190*
	6	89,476*
Band 4		
Clinical Director salaried Dentist M011	1	83,051
	2	84,336
	3	85,619
	4	86,907
	5	88,190
	6	89,476
	7	90,762
	8	92,070
	9	93,356*
	10	94,640*

* Performance Based Increments

ANNEX A: SECTION 11

PAYMENTS IN RESPECT OF GP SPECIALTY REGISTRAR'S ALLOWANCE

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	
StR point 01	37,530	n/a	n/a	n/a	n/a	n/a	n/a	16,889	54,419	*
StR point 02	39,828	n/a	n/a	n/a	n/a	n/a	n/a	17,923	57,751	
StR point 03	43,033	n/a	n/a	n/a	n/a	n/a	n/a	19,365	62,398	*
StR point 04	44,974	n/a	n/a	n/a	n/a	n/a	n/a	20,238	65,212	*
StR point 05	47,313	n/a	n/a	n/a	n/a	n/a	n/a	21,291	68,604	* ‡
StR point 06	49,653	n/a	n/a	n/a	n/a	n/a	n/a	22,344	71,997	*
StR point 07	51,993	n/a	n/a	n/a	n/a	n/a	n/a	23,397	75,390	*
StR point 08	54,332	n/a	n/a	n/a	n/a	n/a	n/a	24,449	78,781	*
StR point 09	56,671	n/a	n/a	n/a	n/a	n/a	n/a	25,502	82,173	*
StR point 10	59,011	n/a	n/a	n/a	n/a	n/a	n/a	26,555	85,566	

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).

Annex A: Section 12

COMMUNITY DENTAL SERVICE (2015 contract)

Pay Scale with effect from 1 April 2023

Community Dental Officer		Senior Community Dental Officer		Assistant Community Dental Clinical Director		Specialist Community Dentist		Community Dental Clinical Director	
Code [M431]		Code [M432]		Code [M433]		Code [M434]		Code [M435]	
Pay Point	Value	Pay Point	Value	Pay Point	Value	Pay Point	Value	Pay Point	Value
1	47,655	1	74,129	1	88,686	1	88,686	1	88,686
2	52,950	2	76,775	2	91,333	2	91,333	2	91,333
3	60,892	3	80,745	3	93,982	3	93,982	3	93,982
4	64,862	4	82,730			4	96,628	4	96,628
5	68,832	5	84,718					5	99,277
6	71,478	6	86,701						

**Annex A: Section 13
GP Educator Pay Scales**

Effective From 1 April 2023			
Point	Value	Grade	Indicator
GP00	102,332	Preparatory Year Course Organiser/Tutor	Contribution to backfill service provision in general practice.
GP01	106,597	Established course organiser/tutor	Standard scale point for Vocational Training Scheme course organisers, GP Tutors and primary care tutors.
GP02	110,145		Advanced point for special responsibilities and lead roles in developing new initiatives.
GP03	114,414	Associate Adviser Associate Director Associate Postgraduate Dean	Standard scale point for Associate Directors, Associate Advisers Period of maintenance work plus person professional development.
GP04	117,965		Established lead work and lead on new initiatives.
GP05	121,520		Lead role on national organisations that enhance deanery performance.
GP06	125,785	Deputy Director	Leadership role, sharing some Director duties, footprint extends beyond the deanery, and wider than education management.

The GP trainer grant from 1st April is £9,795.

ANNEX A: SECTION 14
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.

