

## WORKFORCE POLICY DIRECTORATE

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**For information:**

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HSC (TC8) 01/2025 R1

Date 11 February 2025

Dear Colleague

### **Pay and Conditions Circular – HSC (TC8) 01/2025 R1**

**Remuneration of hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried dental staff.**

#### **Summary**

This circular was first published on the 29 January 2025.

It has been revised as follows:

1. HSC (TC8) 01/2025 R1 supersedes the previous. The amendment confirms that this award shall be effective from 1 April 2024 rather than 1 May 2024 as previously set out.
2. Para 3 has been updated to reflect the additional funding secured for uplifts from 1 April 2024.
3. An error at section 8: Staff Grade Practitioner pre 2008 contract (closed grade) page 25 of the original circular has also been revised.

## **Action**

Please replace the original circular HSC (TC8) 01/2025 with HSC (TC8) 01/2025 R.

The revised national salaries, fees and allowances set out in this circular apply in full with effect from 1 May 2024 with an additional increase for SAS from 1 April 2024.

## **Pay scales effective from 1 April 2024**

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 2024. It uplifts the national pay rates of hospital medical and dental staff, doctors and dentists in public health, the community health services, salaried dental staff and salaried general practitioners effective from 1 April 2024.

## **Increases to national salary scales from 1 April 2024**

1. Salary Scales for medical and dental consultants have been increased by 6% to basic pay from 1 April 2024 as per the DDRB recommendation.
2. Salary Scales for specialty doctors and specialists on the 2021 terms and conditions of service have been increased to reflect the pay scales agreed as part of the offer accepted by trade union members on 19 December 2024.
3. SAS doctors employed on closed contracts are to receive a consolidated payment of £1400.
4. Salary scales for specialty and specialist doctors on the 2021 contracts, and for the staff grade, specialty and associate specialist group of practitioners on pre-2021 contracts, have been increased by 6% to basic pay from 1 April 2024 as per the DDRB recommendation.
5. For doctors and dentists in training, the Department has accepted the DDRB recommendation for a 6% increase to pay points plus a consolidated increase of £1000, but this will be calculated and processed once the relevant processes on the negotiated pay offer is concluded. The rates of pay for these doctors therefore remain temporarily unchanged but will be updated in due course.
6. The values of Clinical Excellence awards are unchanged.

## **Salaried Dental Care Staff**

7. The pay scales for salaried dental staff have been increased by 6% to basic pay from 1 April 2024.

## **Salaried GPs**

8. The minimum and maximum of the pay range for salaried GPs employed on the salaried GP contract have been increased by 6% to £ 74,173 - £111,928 respectively from 1 April 2024.

## GP Educators

9. The GP Educator pay scales have been increased by 6% to basic pay from 1 April 2024.

## Effect of amendments

10. It should be noted that the minimum pay point on each pay scale is referred to as pay point 1.

## Enquiries

11. Employees should direct personal enquiries to their employer. The Department of Health cannot advise on individuals' personal circumstances.
12. Employers should direct enquiries about the content of this circular to, Workforce Policy Directorate, Room D1, Castle Buildings, Stormont, Upper Newtownards Road, Belfast BT4 3SJ (telephone: 028 90 528321 or email: [p&e@health-ni.gov.uk](mailto:p&e@health-ni.gov.uk))

## Further copies

Copies of this Circular can be obtained from the Department's website at: [Workforce policy reports and guidance | Department of Health](#)

Issued by

A handwritten signature in black ink, appearing to read 'Katherine Ferguson', with a long horizontal flourish extending to the right.

**Katherine Ferguson**  
**Acting Head of Pay and Employment Unit**  
**Workforce Policy Directorate**

**11 February 2025**

## **Pay and Conditions Circular - HSC(TC8) 01/2025 R1**

Pay award for hospital Medical and Dental Consultants, SAS Doctors, Salaried Dentists and Salaried GPs & Educators (Northern Ireland)

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## SECTION 1: Resident Doctors and Dentists in training (2002 contract)

Pay Scales effective from 1 April 2023

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

Note: M241 Steps 8-10 to be awarded automatically except in cases of unsatisfactory performance.

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

				Salary Inclusive of Banding Supplement				
Grade	Point	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
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
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

Note - Guidance on the pay system for full-time and flexible trainees can be found in HSS (TC8) 1/01.

**Total salaries for flexible trainees working less than 40 hours per week – post June 2005 pay arrangements**

Note: See circular HSS(TC8) 1/2005 – New Moves in Flexible Medical Training.

**Band F5**

					Salary Inclusive of Banding Supplement		
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
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**

					Salary Inclusive of Banding Supplement		
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
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**

					Salary Inclusive of Banding Supplement		
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
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**

					Salary Inclusive of Banding Supplement		
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
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**

					Salary Inclusive of Banding Supplement		
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
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

## GP Specialty Registrars 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 the table a below, except where the previous post was 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 the table below. Doctors entering from other grades are provided for separately.

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:		From April 2009 supplement 45%	
Scale point for StR	Basic Salary (all contracts) (£)	Supplement (£)	Total Allowance (£)
1	37,530	16,889	54,419
2	39,828	17,923	57,751
3	43,033	19,365	62,398
4	44,974	20,238	65,212
5	47,313	21,291	68,604
6	49,653	22,344	71,997
7	51,993	23,397	75,390
8	54,332	24,449	78,781
9	56,671	25,502	82,173
10	59,011	25,555	85,566

Notes: Pay points 1 & 3-9 – incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to Specialty Registrar grade

Note: Pay point 5 - 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 5<sup>th</sup> Year Specialist/Specialty Registrar (scale point 5)

## SECTION 2: Consultant (2004 contract) basic salary and allowances

Basic rates of pay per annum effective from 1 April 2024

Pay Code	Pay point	Basic Salary £	
M400	1	106,424	<b>Threshold One</b>
	2	106,424	
	3	106,424	
	4	111,724	<b>Threshold Two</b>
	5	114,904	<b>Threshold Three</b>
	6	114,904	
	7	114,904	
	8	114,904	
	9	126,034	<b>Threshold Four</b>
	10	126,034	
	11	126,034	
	12	126,034	
	13	126,034	
	14	126,034	
	15	139,920	<b>Threshold Five</b>
	16	139,920	
	17	139,920	
	18	139,920	
	19	139,920	
	20	139,920	

Consultant pay and allowances appointed before 15 January 2004

Pay points for consultants transferring/transferred from the pre-2004 consultant contract to the 2004 consultant contract.

		Complete years after transfer before threshold level changes																			
Pay Scale	Seniority	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
M401	1	106,424	106,424	106,424	111,724	114,904	114,904	114,904	114,904	126,034	126,034	126,034	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920
M402	2	106,424	106,424	111,724	114,904	114,904	114,904	114,904	126,034	126,034	126,034	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920	139,920
M403	3	106,424	106,424	111,724	114,904	114,904	114,904	114,904	126,034	126,034	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920	139,920	
M404	4	106,424	106,424	111,724	114,904	114,904	114,904	126,034	126,034	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920			
M405	5	111,724	114,904	114,904	114,904	114,904	114,904	126,034	126,034	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920			
M406	6	114,904	114,904	114,904	114,904	114,904	126,034	126,034	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920				
M407	7	114,904	114,904	114,904	114,904	126,034	126,034	126,034	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920				
M408	8	114,904	114,904	114,904	114,904	126,034	126,034	126,034	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920				
M409	9	114,904	114,904	114,904	114,904	126,034	126,034	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920					
M410	10	114,904	114,904	114,904	114,904	126,034	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920						
M411	11	114,904	114,904	114,904	114,904	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920							
M412	12	114,904	114,904	114,904	126,034	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920								
M413	13	114,904	114,904	114,904	126,034	126,034	139,920	139,920	139,920	139,920	139,920	139,920									
M414	14	114,904	114,904	114,904	126,034	126,034	139,920	139,920	139,920	139,920	139,920										
M415	15	114,904	114,904	114,904	126,034	139,920	139,920	139,920	139,920	139,920											
M416	16	114,904	114,904	114,904	126,034	139,920	139,920	139,920	139,920												
M417	17	114,904	114,904	126,034	126,034	139,920	139,920	139,920													
M418	18	114,904	114,904	126,034	139,920	139,920	139,920														
M419	19	114,904	126,034	126,034	139,920	139,920	139,920														
M420	20	114,904	126,034	126,034	139,920	139,920															
M421	21-29	114,904	126,034	139,920	139,920																
M430	30	126,034	139,920	139,920																	

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

## Clinical Excellence Awards Scheme

Type of Award	Step	Value
Lower Award	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
Higher Award	Step 9	£35,484
	Step 10	£46,644
	Step 11	£58,305
	Step 12	£75,796

Note: Guidance on the Clinical Excellence Awards scheme can be found <https://www.health-ni.gov.uk/articles/northern-ireland-clinical-excellence-awards-committee>

## Distinction and Meritorious Service Awards (old contract only)

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

## Other supplementary payments

Additional supplement for Directors of Public Health (Chief Officer Supplement) including those who are consultants in dental public health

### Value of Supplement

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

Note: This supplement is 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.

## SECTION 3: Specialty Doctor (2021 contract) basic pay

### Speciality Doctor Pay Scale effective from 1 April 2024

Pay Code	Year of experience	Pay point	Uplift 1 Industrial Dispute resolution	Uplift 2 24/25 DDRB
M315	1	1	55,825	59,175
	2		55,825	59,175
	3		55,825	59,175
	4	2	64,315	68,174
	5		64,315	68,174
	6		64,315	68,174
	7	3	71,696	75,998
	8		71,696	75,998
	9		71,696	75,998
	10	4	79,359	84,121
	11		79,359	84,121
	12		79,359	84,121
	13	5 – top	90,000	95,400
	14		90,000	95,400
	15		90,000	95,400
	16		90,000	95,400
	17		90,000	95,400
	18		90,000	95,400



## SECTION 4: Specialist (2021 contract) basic pay

### Specialist Grade Pay Scale effective from 1 April 2024

Pay Code	Pay Point	Year of experience	Uplift 1 Industrial Dispute resolution	Uplift 2 24/25 DDRB
M390	1	1	91,500	96,990
		2	91,500	96,990
		3	91,500	96,990
	2	4	95,079	100,784
		5	95,079	100,784
		6	95,079	100,784
	3 - top	7	101,089	107,155

## SECTION 5: Salaried GP

### Salaried GP salary range effective from 1 April 2024

Minimum	Maximum
£74,173	£111,928

### GP Educator Pay Scales effective from 1 April 2024

Point	Value	Descriptor	Indicator
GP00	108,472	Preparatory Year Course Organiser/Tutor	Contribution to backfill service provision in general practice.
GP01	112,993	Established course organiser/tutor	Standard scale point for Vocational Training Scheme course organisers, GP Tutors and primary care tutors.
GP02	116,754		Advanced point for special responsibilities and lead roles in developing new initiatives.
GP03	121,279	Associate Adviser Associate Director Associate Postgraduate Dean	Standard scale point for Associate Directors, Associate Advisers Period of maintenance work plus person professional development.
GP04	125,043		Established lead work and lead on new initiatives.
GP05	128,812		Lead role on national organisations that enhance deanery performance.
GP06	133,333	Deputy Director	Leadership role, sharing some Director duties, footprint extends beyond the deanery, and wider than education management.

### GP Trainer Grant

The GP trainer grant from 1<sup>st</sup> April 2024 is £10,383

## SECTION 6: Salaried Dental Staff

### Salaried Dental Staff pay Scale effective from 1 April 2024

GRADE	Band	Pay Code	Pay Point	Basic Salary £
Salaried Dentist	1	M025	1	46,363
			2	50,113
			3	53,862
			4	57,615
			5	61,365
			6	65,113
			7	68,867*
			8	72,617*
Senior Salaried Dentist	2	M024	1	66,250
			2	71,494
			3	76,736
			4	81,978
			5	87,222
			6	88,379*
			7	89,532*
Assistant Clinical Director Salaried Dentist	3	M018	1	88,035
			2	89,397
			3	90,757
			4	92,122
			5	93,482*
			6	94,845*
Clinical Director salaried Dentist	4	M011	1	88,035
			2	89,397
			3	90,757
			4	92,122
			5	93,482
			6	94,845
			7	96,208
			8	97,595
			9	98,958*
			10	100,319*

\*Performance based increments

**Community Dental Service (2015 contract)**

**Community Dental pay scales with effect from 1 April 2024**

<b>Grade</b>	<b>Pay Code</b>	<b>Pay Point</b>	<b>Value £</b>
Community Dental Officer	M431	1	50,515
		2	56,127
		3	64,546
		4	68,754
		5	72,962
		6	75,767
Senior Community Dental Officer	M432	1	78,577
		2	81,382
		3	85,590
		4	87,694
		5	89,802
		6	91,904
Assistant Community Dental Clinical Director	M433	1	94,008
		2	96,813
		3	99,621
Specialist Community Dentist	M434	1	94,008
		2	96,813
		3	99,621
		4	102,426
Community Dental Clinical Director	M435	1	94,008
		2	96,813
		3	99,621
		4	102,426
		5	105,234

## SECTION 7: Locum appointments

### Locum Consultants

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. 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.

### Locum SAS

SAS locums providing short-term cover can be paid the rates in the table below

#### **Locum tenens rates for SAS doctors**

Grade	Rate (£): per week	Rate (£): PA / Session / Notional half-day
Specialty Doctor (2008) (CLOSED)	1,147.93	114.80
Associate Specialist (2008) (CLOSED)	1,561.13	156.11
Associate Specialist (pre 2008 contract) (CLOSED)	1,346.51	122.42
Staff Grade (pre 2008 contract) (CLOSED)	1,135.71	113.56
Part-time Medical Officer (paras 94- 105)		118.29
Hospital Practitioner		135.91

### Resident Doctors

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 22 January 2016, from the Director of Human Resources.

Foundation House Officer, Core Trainees and Specialist Registrar

Band	Working arrangement	Supplement
LL	Covering a post for one week	1.2 x total salary (basic salary + banding supplement)

Note – Basic salary is calculated using the mid-point of the current salary scale

Weekly Rates (£): Band LL

	<b>Basic Rate X1</b>	<b>No band</b>	<b>1C</b>	<b>1B</b>	<b>1A</b>	<b>2B</b>	<b>2A</b>	<b>3</b>
<b>Band</b>	<b>X1</b>	<b>-</b>	<b>X1.2</b>	<b>X1.4</b>	<b>X1.5</b>	<b>X1.5</b>	<b>X1.8</b>	<b>X2.0</b>
FH01	721.11	757.17	865.34	1,009.56	1,081.67	1,081.67	1,298.00	1,442.22
FH02	889.85	889.85	1,067.81	1,245.78	1,334.77	1,334.77	1,601.73	1,779.70
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

Note: Basic rate is calculated using the mid-point of the current salary scale.

Note: 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.

## SECTION 8: Pay for grades closed to new entrants

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.

### Specialty Doctor 2008 contract (Closed to new entrants from April 2021)

#### Specialty Doctor 2008 contract pay scales effective from 1 April 2024

Step	Pay Code	Period before eligibility for next pay point	Uplift 1 Industrial Dispute resolution	Uplift 2 24/25 DDRB
1	M215 - 01	1 year	48,586	51,502
2	M215 – 02	1 year	52,623	55,781
3	M215 – 03	1 year	57,867	61,340
4	M215 – 04	1 year	60,678	64,319
5	M215 – 05	1 year	64,729	68,613
<b>Threshold 1</b>				
6	M215 – 06	2 years	68,765	72,891
	M215 – 07	1 year	68,765	72,891
7	M215 – 08	2 years	72,889	77,263
	M215 – 09	1 year	72,889	77,263
8	M215 – 10	2 years	77,016	81,637
	M215 – 11	1 year	77,016	81,637
<b>Threshold 2</b>				
9	M215 – 12	3 years	81,141	86,010
	M215 – 13	2 years	81,141	86,010
	M215 – 14	1 year	81,141	86,010
10	M215 – 15	3 years	85,268	90,385
	M215 – 16	2 years	85,268	90,385
	M215 – 17	1 year	85,268	90,385
11	M215 – 18	Final	89,394	94,758

Associate Specialist 2008 contract (Closed to new entrants from April 2021)

Associate Specialist 2008 contract pay scales effective from 1 April 2024

Step	Pay Code	Period before eligibility for next pay point	Uplift 1 Industrial Dispute resolution	Uplift 2 24/25 DDRB
1	M090 - 01	1 year	67,558	71,612
2	M090 – 02	1 year	72,877	77,250
3	M090 – 03	1 year	78,193	82,885
4	M090 – 04	1 year	85,215	90,328
5	M090 – 05	1 year	91,299	96,777
<b>Threshold 1</b>				
6	M090 – 06	2 years	93,825	99,455
	M090 – 07	1 year	93,825	99,455
7	M090 – 08	2 years	97,121	102,949
	M090 – 09	1 year	97,121	102,949
8	M090 – 10	2 years	100,415	106,440
	M090 – 11	1 year	100,415	106,440
<b>Threshold 2</b>				
9	M090 – 12	3 years	103,710	109,933
	M090 – 13	2 years	103,710	109,933
	M090 – 14	1 year	103,710	109,933
10	M090 – 15	3 years	107,003	113,424
	M090 – 16	2 years	107,003	113,424
	M090 – 17	1 year	107,003	113,424
11	M090 – 18	Final	110,303	116,922



Associate Specialist pre 2008 contract (closed grade)

Associate Specialist pre 2008 contract pay scales effective from 1 April 2024

Step	Pay Code	Uplift 1 Industrial Dispute resolution	Uplift 2 24/25 DDRB
1	M080	49,725	52,709
2		54,841	58,132
3		59,959	63,557
4		65,078	68,983
5		70,194	74,406
6		75,312	79,831
7		82,073	86,998
8		87,930	93,206
9		90,361	95,783
10		93,531	99,143
11		96,703	102,506
12		99,876	105,869
13		103,045	109,228
14		106,219	112,593

Note: Steps 9 – 14 Discretionary point – guidance on the application of discretionary points for associate specialists is contained in HSS (TC8) 14/9

**Staff Grade practitioner pre 2008 contract (closed grade)**

**Staff Grade practitioner pre 2008 contract pay scales effective from 1 April 2024**

<b>Step</b>	<b>Pay Code</b>	<b>Uplift 1 Industrial Dispute resolution</b>	<b>Uplift 2 24/25 DDRB</b>
1	M211	45,117	47,825
2		48,585	51,501
3		52,056	55,180
4		55,528	58,860
5		58,998	62,538
6		63,084	66,870
1	M212	65,938	69,895
2		69,407	73,572
3		72,878	77,251
4		76,348	80,929
5		79,818	84,608
6		83,291	88,289

Note: this pay scale refers to staff grade practitioners employed under the Terms and Conditions outlined in HSS (TC8) 1/98

Note: Steps 7 – 12 – Optional points, guidance on the application of optional points for staff grades is contained in HSS (TC8) 1/98

## SECTION 9: Mileage and transport allowances

Note: For consultants on the 2004 contract see Schedule 21, Consultant Terms and Conditions of Service (NI) 2004.

### Public transport rate

24p per mile

### Regular user rates

Motor cars with three or four wheels:

Engine capacity	(cc)	501 to 1,000	1,001 to 1,500	Over 1,501
Lump sum	(£)	508	626	760
Up to 9000 miles	(pence)	29.7	36.9	44
Over 9001 miles	(pence)	17.8	20.1	22.6

Note: A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity

### Standard rates

Motor cars with three or four wheels

Engine capacity	(cc)	501 to 1,000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Up to 3,500 miles	(pence)	37.4	47.3	58.3	58.3
3,501 – 9,000 miles	(pence)	23.0	28.2	33.5	41.0
9,001 – 15,000 miles	(pence)	17.8	20.1	22.7	25.5
Over 15,001 miles	(pence)	17.8	20.1	22.6	22.6

Other motor vehicles (Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles)

Engine	(cc)	Up to 125	Over 125
Up to 5,000	(pence)	17.8	27.8
Over 5,000	(pence)	6.7	9.9

### Passenger allowance

5p per mile for each passenger.

### Pedal cycles

For local agreement, subject to a minimum of 10p per mile

### Lease Cars (Crown Cars), private use:

Note: 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.

#### A. The current rates of

Road Fund Licence	e.g.	£155.00
Insurance for private use (National call-off contract)	e.g.	£88.00
Including cover for private use	e.g.	£128.00
Handling charge	e.g.	£95.00

Note: 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.

#### B. Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determine as follows:

$$\frac{\begin{array}{l} \text{(Cost of Contract Hire at maximum quoted mileage)} - \\ \text{(Cost of Contract Hire at minimum quoted mileage)} \end{array}}{1000}$$

*plus total excess costs for non-base vehicle, where appropriate,  
plus VAT on total charge to practitioner (A + B).*

## SECTION 10: Other fees, charges and allowances

TC8 Handbook (NI) June 2008 Para / Schedule	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	<b>Staff Fund</b>		
	Payment for each eligible bed	Year	664
91a	Payment for provision of a casualty service		
	Higher rate:	Year	8,179
	Lower rate:	Year	4,090
	12 hrs per day Mon-Fri	Year	2,924
91b	Payment for each notional half-day of clinical work per week	Year	4,652
	Payment for one hour or less of clinical work per week:	Year	1,239
	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
	Maximum annual payment (i.e. for 9 sessions)	Year	41,868
	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
	Maximum payment per session (i.e. three times hourly rate)	Year	75.60

Note: Paragraph references taken from Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine (TC 8 Handbook)

Note: Schedule references taken from Consultant Terms and Conditions of Service (NI) 2004.

Para / Schedule	Nature of fee	Charge or Allowance	
		Payable for each:	Rate (£)
141 & 142 / Sch 11	<b>Domiciliary Consultations</b>		
	Standard Rate	Item of service	110.54
	Intermediate Rate	Item of service	55.27
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs		331.65
145 / Sch 10	Combined fee for completion of form A655	Item of service	168.59
	For re-examination (provided previous form A655 available)	Item of service	144.04
146	Lower rate	Item of service	27.69
155	Exceptional consultation by a consultant	Item of service	207.08
157	Exceptional consultation by a general practitioner	Item of service	68.36
165 / Sch 11	<b>Fees for lectures to nurses, etc</b>		
	Consultants	lecture	80.22
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	lecture	63.57
	Other grades	lecture	46.71
166 / Sch 11	Lecture fee for Postgraduate Medical Education	lecture	101.61

Note: Paragraph references taken from Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine (TC 8 Handbook)

Note: Schedule references taken from Consultant Terms and Conditions of Service (NI) 2004.

## SECTION 11: Family planning fees and miscellaneous

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 solely for the convenience of users. Employers should note the principles outlined in the relevant Terms and Conditions the doctor is employed under governing receipt of additional fees.

Family planning fees	Operating Fee (£)	Anaesthetist's Fee (£)
<b>Fee per case of male sterilisation performed:</b>		
a. as a separate procedure	119.96	59.19
b. during the course of another procedure	81.09	39.23
<b>Fee per case of female sterilisation performed:</b>		
a. as a separate procedure	162.18	79.21
b. during the course of another procedure	108.48	52.77
Fee for the reversal of male sterilisation	184.44	92.16
Fee for the reversal of female sterilisation	257.98	129.26
<b>Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device</b>		
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
Examination and report on pathological specimens in connection with HSC family planning cases	Payable per case	22.21
Radiological services provided in connection with HSC family planning cases	Case	22.21
Notional half-day special family planning session	Session	137.92

Miscellaneous	£
<b>Fee for College or Faculty nominee attending a consultant or hospital practitioner Advisory Appointment Panel/Committee:</b>	
Full day	129.19
Half day	64.60
<b>Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Circular HSS(OS3) 2/82</b>	
Full day	197.38
Half day	98.70