

**ANNEX A: SECTION 1A**  
**BASIC RATES OF PAY PER ANNUM effective from 1 April 2021**  
**NB – End notes appear at Section 14 of Annex A**

Basic salary (£)										
Grade	Pay Scale Code	Pay threshold								
<b>2004 Consultant Contract</b>		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 <b>15 January 2004</b>	<b>M400</b>	84,975	87,637	90,299	92,958	95,611	101,933	108,253	114,567	
Consultant appointed before <b>15 January 2004</b>		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)	<b>M241</b>	33,880	35,955	38,849	40,601	42,712	44,825	46,938	49,049 <sup>b</sup>	51,161 <sup>b</sup>	53,273 <sup>b</sup>				
Specialty Registrar (CT)	<b>M242</b>	33,880	35,955	38,849	40,601	42,712	44,825								
Specialty Registrar (FT)	<b>M240</b>	33,880	35,955	38,849	40,601	42,712	44,825								
Foundation House Officer 2	<b>M230</b>	31,706	33,778	35,853											
Foundation House Officer 1	<b>M220</b>	25,563	27,159	28,752											
Hospital practitioner	<b>M200 - M204</b>	5,142	5,439	5,739	6,035	6,333	6,631	6,928							

## Annex A: Section 1B

### Basic rates of pay per annum, effective from 1 April 2021 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)	<b>M080<sup>1</sup></b>	43,626	48,245	52,865	57,486	62,105	66,725	72,829	78,117	80,311 <sup>2</sup>	83,173 <sup>2</sup>	86,036 <sup>2</sup>	88,900 <sup>2</sup>	91,762 <sup>2</sup>	94,627 <sup>2</sup>
Staff Grade Practitioner (closed grade)	<b>M210<sup>1</sup></b>	39,466	42,597	45,730	48,865	51,997	55,130	58,262	61,394						
Staff Grade Practitioner (closed grade)	<b>M211/ M212<sup>1+3</sup></b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>		
		39,466	42,597	45,730	48,865	51,997	55,686	58,262 <sup>4</sup>	61,394 <sup>4</sup>	64,528 <sup>4</sup>	67,660 <sup>4</sup>	70,793 <sup>4</sup>	73,928 <sup>4</sup>		
Specialty Doctor (2008)	<b>M215<sup>1</sup></b>	42,598	46,242	50,976	53,514	57,171	60,814	64,538	68,263	71,988	75,713	79,438			
Associate Specialist (2008)	<b>M090<sup>1</sup></b>	59,725	64,527	69,326	75,665	81,158	83,438	86,413	89,388	92,362	95,335	98,314			
Specialist Registrar (closed grade)	<b>M101<sup>1</sup></b>	35,348	37,100	38,849	40,601	42,712	44,825	46,938 <sup>5</sup>	49,049 <sup>5</sup>	51,161 <sup>5</sup>	53,273 <sup>5</sup>				

## ANNEX A: SECTION 2

### CONSULTANT PAY AND ALLOWANCES EFFECTIVE FROM 1 APRIL 2021

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

Pay Scale	Seniority	Pay Threshold	Basic salary (21/22)	Years after transfer before threshold level changes
<b>M430</b>	30+	7	101,933	Salary on transfer
		8	108,253	1 year after transfer
			114,567	2 years after transfer
<b>M421</b>	21-29	6	95,611	Salary on transfer
		7	101,933	1 year after transfer
		8	108,253	2 years after transfer
<b>M420</b>	20	7	108,253	3 years after transfer
		8	114,567	4 years after transfer
<b>M419</b>	19	6	95,611	Salary on transfer
		7	101,933	1 year after transfer
		8	108,253	3 years after transfer
<b>M418</b>	18	7	108,253	5 years after transfer
		8	114,567	
<b>M417</b>	17	6	95,611	Salary on transfer
		7	101,933	2 years after transfer
		8	108,253	4 years after transfer
<b>M416</b>	16	7	108,253	6 years after transfer
		8	114,567	
<b>M415</b>	15	6	95,611	Salary on transfer
		7	101,933	3 years after transfer
		8	108,253	4 years after transfer
<b>M414</b>	14	7	108,253	8 years after transfer
		8	114,567	
<b>M413</b>	13	6	95,611	Salary on transfer
		7	101,933	3 years after transfer
		8	108,253	5 years after transfer
<b>M412</b>	12	7	108,253	10 years after transfer
		8	114,567	

Pay Scale	Seniority	Pay Threshold	Basic salary (21/22)	Years after transfer before threshold level changes
<b>M411</b>	11	6	95,611	Salary on transfer
		7	101,933	4 years after transfer
		8	108,253	7 years after transfer
			114,567	12 years after transfer
<b>M410</b>	10	6	95,611	Salary on transfer
		7	101,933	4 years after transfer
		8	108,253	8 years after transfer
			114,567	13 years after transfer
<b>M409</b>	9	6	95,611	Salary on transfer
		7	101,933	4 years after transfer
		8	108,253	9 years after transfer
			114,567	14 years after transfer
<b>M408</b>	8	6	95,611	Salary on transfer
		7	101,933	5 years after transfer
		8	108,253	10 years after transfer
			114,567	15 years after transfer
<b>M407</b>	7	6	95,611	Salary on transfer
		7	101,933	5 years after transfer
		8	108,253	10 years after transfer
			114,567	15 years after transfer
<b>M406</b>	6		94,285	Salary on transfer
		5	95,611	1 year after transfer
		6	101,933	5 years after transfer
		7	108,253	10 years after transfer
		8	114,567	15 years after transfer
<b>M405</b>	5	*	92,958	Salary on transfer
		5	94,285	1 year after transfer
		6	95,611	2 years after transfer
		7	101,933	6 years after transfer
		8	108,253	11 years after transfer
			114,567	16 years after transfer
<b>M404</b>	4	3	86,973	Salary on transfer
		4	90,299	1 year after transfer
		5	92,958	2 years after transfer
		6	95,611	3 years after transfer
		7	101,933	6 years after transfer
		8	108,253	11 years after transfer
			114,567	16 years after transfer
<b>M403</b>	3	*	86,303	Salary on transfer
			88,965	1 year after transfer
		4	92,958	2 years after transfer
		5	95,611	3 years after transfer
		6	101,933	7 years after transfer
		7	108,253	12 years after transfer
		8	114,567	17 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (21/22)	Years after transfer before threshold level changes
M402	2		85,640	Salary on transfer
		2	87,637	1 year after transfer
		4	92,958	2 years after transfer
		5	95,611	3 years after transfer
		6	101,933	8 years after transfer
		7	108,253	13 years after transfer
		8	114,567	18 years after transfer
M401	1		84,975	Salary on transfer
		*	86,303	1 year after transfer
		3	90,299	2 years after transfer
		4	92,958	3 years after transfer
		5	95,611	4 years after transfer
		6	101,933	9 years after transfer
		7	108,253	14 years after transfer
8	114,567	19 years after transfer		

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