

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

Grade	Step	Pay scale Code	25/26 DDRB uplift - 4% + £750
Foundation House Officer 1	1	M220	35,704
	2		37,733
	3		39,758
Foundation House Officer 2	1	M230	43,510
	2		46,142
	3		48,779
Specialty Registrar (FT)	1	M240	46,274
	2		48,910
	3		52,585
	4		54,812
	5		57,495
	6		60,179
Specialty Registrar (Full)	1	M241	46,274
	2		48,910
	3		52,585
	4		54,812
	5		57,495
	6		60,179
	7		62,862
	8		65,546
	9		68,230
	10		70,914
Specialty Registrar (CT/DCT)	1	M242	46,274
	2		48,910
	3		52,585
	4		54,812
	5		57,495
	6		60,179

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

### Total salaries for full-time training posts from 1 April 2025

				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	35,704	37,489	42,845	49,986	53,556	64,267	71,408
FHO1	2	37,733	39,620	45,280	52,826	56,600	67,919	75,466
FHO1	3	39,758	41,746	47,710	55,661	59,637	71,564	79,516
FHO2	1	43,510	43,510	52,212	60,914	65,265	78,318	87,020
FHO2	2	46,142	46,142	55,370	64,599	69,213	83,056	92,284
FHO2	3	48,779	48,779	58,535	68,291	73,169	87,802	97,558
StR	1	46,274	46,274	55,529	64,784	69,411	83,293	92,548
StR	2	48,910	48,910	58,692	68,474	73,365	88,038	97,820
StR	3	52,585	52,585	63,102	73,619	78,878	94,653	105,170
StR	4	54,812	54,812	65,774	76,737	82,218	98,662	109,624
StR	5	57,495	57,495	68,994	80,493	86,243	103,491	114,990
StR	6	60,179	60,179	72,215	84,251	90,269	108,322	120,358
StR	7	62,862	62,862	75,434	88,007	94,293	113,152	125,724
StR	8	65,546	65,546	78,655	91,764	98,319	117,983	131,092
StR	9	68,230	68,230	81,876	95,522	102,345	122,814	136,460
StR	10	70,914	70,914	85,097	99,280	106,371	127,645	141,828
StR (FT) and ST and CT	1	46,274	46,274	55,529	64,784	69,411	83,293	92,548
StR (FT) and ST and CT	2	48,910	48,910	58,692	68,474	73,365	88,038	97,820
StR (FT) and ST and CT	3	52,585	52,585	63,102	73,619	78,878	94,653	105,170
StR (FT) and ST and CT	4	54,812	54,812	65,774	76,737	82,218	98,662	109,624
StR (FT) and ST and CT	5	57,495	57,495	68,994	80,493	86,243	103,491	114,990
StR (FT) and ST and CT	6	60,179	60,179	72,215	84,251	90,269	108,322	120,358

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	35,704	17,852	18,745	26,778	24,993	21,422
FHO1	2	37,733	18,867	19,810	28,301	26,414	22,640
FHO1	3	39,758	19,879	20,873	29,819	27,831	23,855
FHO2	1	43,510	21,755	21,755	32,633	30,457	26,106
FHO2	2	46,142	23,071	23,071	34,607	32,299	27,685
FHO2	3	48,779	24,390	24,390	36,585	34,146	29,268
StR	1	46,274	23,137	23,137	34,706	32,392	27,764
StR	2	48,910	24,455	24,455	36,683	34,237	29,346
StR	3	52,585	26,293	26,293	39,440	36,810	31,552
StR	4	54,812	27,406	27,406	41,109	38,368	32,887
StR	5	57,495	28,748	28,748	43,122	40,247	34,498
StR	6	60,179	30,090	30,090	45,135	42,126	36,108
StR	7	62,862	31,431	31,431	47,147	44,003	37,717
StR	8	65,546	32,773	32,773	49,160	45,882	39,328
StR	9	68,230	34,115	34,115	51,173	47,761	40,938
StR	10	70,914	35,457	35,457	53,186	49,640	42,548
StR (FT)	1	46,274	23,137	23,137	34,706	32,392	27,764
StR (FT)	2	48,910	24,455	24,455	36,683	34,237	29,346
StR (FT)	3	52,585	26,293	26,293	39,440	36,810	31,552
StR (FT)	4	54,812	27,406	27,406	41,109	38,368	32,887
StR (FT)	5	57,495	28,748	28,748	43,122	40,247	34,498
StR (FT)	6	60,179	30,090	30,090	45,135	42,126	36,108

### 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	35,704	21,422	22,493	32,133	29,991	25,706
FHO1	2	37,733	22,640	23,772	33,960	31,696	27,168
FHO1	3	39,758	23,855	25,048	35,783	33,397	28,626
FHO2	1	43,510	26,106	26,106	39,159	36,548	31,327
FHO2	2	46,142	27,685	27,685	41,528	38,759	33,222
FHO2	3	48,779	29,267	29,267	43,901	40,974	35,120
StR	1	46,274	27,764	27,764	41,646	38,870	33,317
StR	2	48,910	29,346	29,346	44,019	41,084	35,215
StR	3	52,585	31,551	31,551	47,327	44,171	37,861
StR	4	54,812	32,887	32,887	49,331	46,042	39,464
StR	5	57,495	34,497	34,497	51,746	48,296	41,396
StR	6	60,179	36,107	36,107	54,161	50,550	43,328
StR	7	62,862	37,717	37,717	56,576	52,804	45,260
StR	8	65,546	39,328	39,328	58,992	55,059	47,194
StR	9	68,230	40,938	40,938	61,407	57,313	49,126
StR	10	70,914	42,548	42,548	63,822	59,567	51,058
StR (FT)	1	46,274	27,764	27,764	41,646	38,870	33,317
StR (FT)	2	48,910	29,346	29,346	44,019	41,084	35,215
StR (FT)	3	52,585	31,551	31,551	47,327	44,171	37,861
StR (FT)	4	54,812	32,887	32,887	49,331	46,042	39,464
StR (FT)	5	57,495	34,497	34,497	51,746	48,296	41,396
StR (FT)	6	60,179	36,107	36,107	54,161	50,550	43,328

**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	35,704	24,993	26,243	37,490	34,990	29,992
FHO1	2	37,733	26,413	27,734	39,620	36,978	31,696
FHO1	3	39,758	27,831	29,223	41,747	38,963	33,397
FHO2	1	43,510	30,457	30,457	45,686	42,640	36,548
FHO2	2	46,142	32,299	32,299	48,449	45,219	38,759
FHO2	3	48,779	34,145	34,145	51,218	47,803	40,974
StR	1	46,274	32,392	32,392	48,588	45,349	38,870
StR	2	48,910	34,237	34,237	51,356	47,932	41,084
StR	3	52,585	36,810	36,810	55,215	51,534	44,172
StR	4	54,812	38,368	38,368	57,552	53,715	46,042
StR	5	57,495	40,247	40,247	60,371	56,346	48,296
StR	6	60,179	42,125	42,125	63,188	58,975	50,550
StR	7	62,862	44,003	44,003	66,005	61,604	52,804
StR	8	65,546	45,882	45,882	68,823	64,235	55,058
StR	9	68,230	47,761	47,761	71,642	66,865	57,313
StR	10	70,914	49,640	49,640	74,460	69,496	59,568
StR (FT)	1	46,274	32,392	32,392	48,588	45,349	38,870
StR (FT)	2	48,910	34,237	34,237	51,356	47,932	41,084
StR (FT)	3	52,585	36,810	36,810	55,215	51,534	44,172
StR (FT)	4	54,812	38,368	38,368	57,552	53,715	46,042
StR (FT)	5	57,495	40,247	40,247	60,371	56,346	48,296
StR (FT)	6	60,179	42,125	42,125	63,188	58,975	50,550

**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	35,704	28,563	29,991	42,845	39,988	34,276
FHO1	2	37,733	30,186	31,695	45,279	42,260	36,223
FHO1	3	39,758	31,806	33,396	47,709	44,528	38,167
FHO2	1	43,510	34,808	34,808	52,212	48,731	41,770
FHO2	2	46,142	36,914	36,914	55,371	51,680	44,297
FHO2	3	48,779	39,023	39,023	58,535	54,632	46,828
StR	1	46,274	37,019	37,019	55,529	51,827	44,423
StR	2	48,910	39,128	39,128	58,692	54,779	46,954
StR	3	52,585	42,068	42,068	63,102	58,895	50,482
StR	4	54,812	43,850	43,850	65,775	61,390	52,620
StR	5	57,495	45,996	45,996	68,994	64,394	55,195
StR	6	60,179	48,143	48,143	72,215	67,400	57,772
StR	7	62,862	50,290	50,290	75,435	70,406	60,348
StR	8	65,546	52,437	52,437	78,656	73,412	62,924
StR	9	68,230	54,584	54,584	81,876	76,418	65,501
StR	10	70,914	56,731	56,731	85,097	79,423	68,077
StR (FT)	1	46,274	37,019	37,019	55,529	51,827	44,423
StR (FT)	2	48,910	39,128	39,128	58,692	54,779	46,954
StR (FT)	3	52,585	42,068	42,068	63,102	58,895	50,482
StR (FT)	4	54,812	43,850	43,850	65,775	61,390	52,620
StR (FT)	5	57,495	45,996	45,996	68,994	64,394	55,195
StR (FT)	6	60,179	48,143	48,143	72,215	67,400	57,772

**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	35,704	32,134	33,741	48,201	44,988	38,561
FHO1	2	37,733	33,960	35,658	50,940	47,544	40,752
FHO1	3	39,758	35,782	37,571	53,673	50,095	42,938
FHO2	1	43,510	39,159	39,159	58,739	54,823	46,991
FHO2	2	46,142	41,528	41,528	62,292	58,139	49,834
FHO2	3	48,779	43,901	43,901	65,852	61,461	52,681
StR	1	46,274	41,647	41,647	62,471	58,306	49,976
StR	2	48,910	44,019	44,019	66,029	61,627	52,823
StR	3	52,585	47,327	47,327	70,991	66,258	56,792
StR	4	54,812	49,331	49,331	73,997	69,063	59,197
StR	5	57,495	51,746	51,746	77,619	72,444	62,095
StR	6	60,179	54,161	54,161	81,242	75,825	64,993
StR	7	62,862	56,576	56,576	84,864	79,206	67,891
StR	8	65,546	58,991	58,991	88,487	82,587	70,789
StR	9	68,230	61,407	61,407	92,111	85,970	73,688
StR	10	70,914	63,823	63,823	95,735	89,352	76,588
StR (FT)	1	46,274	41,647	41,647	62,471	58,306	49,976
StR (FT)	2	48,910	44,019	44,019	66,029	61,627	52,823
StR (FT)	3	52,585	47,327	47,327	70,991	66,258	56,792
StR (FT)	4	54,812	49,331	49,331	73,997	69,063	59,197
StR (FT)	5	57,495	51,746	51,746	77,619	72,444	62,095
StR (FT)	6	60,179	54,161	54,161	81,242	75,825	64,993

## 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	46,274	20,823	67,097
2	48,910	22,010	70,920
3	52,585	23,663	76,248
4	54,812	24,665	79,477
5	57,495	25,873	83,368
6	60,179	27,081	87,260
7	62,862	28,288	91,150
8	65,546	29,496	95,042
9	68,230	30,704	98,934
10	70,914	31,911	102,825

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: Specialty Doctor (2021 contract) basic pay

### Specialty Doctor Pay Scale effective from 1 April 2025

Pay Code	Year of experience	Pay point	Basic Salary
M315	1	1	61,542
	2		61,542
	3		61,542
	4	2	70,901
	5		70,901
	6		70,901
	7	3	79,038
	8		79,038
	9		79,038
	10	4	87,486
	11		87,486
	12		87,486
	13	5 – top	99,216
	14		99,216
	15		99,216
	16		99,216
	17		99,216
	18		99,216

### SECTION 3: Specialist (2021 contract) basic pay

#### Specialist Grade Pay Scale effective from 1 April 2025

Pay Code	Pay Point	Year of experience	Basic Salary
M390	1	1	100,870
		2	100,870
		3	100,870
	2	4	104,816
		5	104,816
		6	104,816
	3 - top	7	111,442

## SECTION 4: Consultant (2004 contract) basic salary and allowances

Basic rates of pay per annum effective from 1 April 2025

Pay Code	Pay point	Basic Salary £	
M400	1	110,681	<b>Threshold One</b>
	2	110,681	
	3	110,681	
	4	116,193	<b>Threshold Two</b>
	5	119,501	<b>Threshold Three</b>
	6	119,501	
	7	119,501	
	8	119,501	
	9	131,076	<b>Threshold Four</b>
	10	131,076	
	11	131,076	
	12	131,076	
	13	131,076	
	14	131,076	
	15	145,517	<b>Threshold Five</b>
	16	145,517	
	17	145,517	
	18	145,517	
	19	145,517	
	20	145,517	

## 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	110,681	110,681	110,681	116,193	119,501	119,501	119,501	119,501	131,076	131,076	131,076	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517
M402	2	110,681	110,681	116,193	119,501	119,501	119,501	119,501	131,076	131,076	131,076	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517	
M403	3	110,681	110,681	116,193	119,501	119,501	119,501	119,501	131,076	131,076	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517	145,517	
M404	4	110,681	110,681	116,193	119,501	119,501	119,501	131,076	131,076	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517			
M405	5	116,193	119,501	119,501	119,501	119,501	119,501	131,076	131,076	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517			
M406	6	119,501	119,501	119,501	119,501	119,501	131,076	131,076	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517				
M407	7	119,501	119,501	119,501	119,501	131,076	131,076	131,076	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517				
M408	8	119,501	119,501	119,501	119,501	131,076	131,076	131,076	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517				
M409	9	119,501	119,501	119,501	119,501	131,076	131,076	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517					
M410	10	119,501	119,501	119,501	119,501	131,076	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517						
M411	11	119,501	119,501	119,501	119,501	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517							
M412	12	119,501	119,501	119,501	131,076	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517								
M413	13	119,501	119,501	119,501	131,076	131,076	145,517	145,517	145,517	145,517	145,517	145,517									
M414	14	119,501	119,501	119,501	131,076	131,076	145,517	145,517	145,517	145,517	145,517										
M415	15	119,501	119,501	119,501	131,076	145,517	145,517	145,517	145,517	145,517											
M416	16	119,501	119,501	119,501	131,076	145,517	145,517	145,517	145,517												
M417	17	119,501	119,501	131,076	131,076	145,517	145,517	145,517													
M418	18	119,501	119,501	131,076	145,517	145,517	145,517														
M419	19	119,501	131,076	131,076	145,517	145,517	145,517														
M420	20	119,501	131,076	131,076	145,517	145,517															
M421	21-29	119,501	131,076	145,517	145,517																
M430	30	131,076	145,517	145,517																	

\* 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>

### 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

### 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
<b>Band A</b>		<b>£13,646</b>	<b>£19,808</b>	
<b>Band B</b>	<b>M006</b>	<b>£5,284</b>	<b>£10,579</b>	<b>£13,646</b>
<b>Band C</b>	<b>M007</b>	<b>£4,418</b>	<b>£8,804</b>	<b>£10,579</b>
<b>Band D</b>		<b>£3,522</b>	<b>£7,042</b>	<b>£8,804</b>

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 5: Salaried GP

### Salaried GP salary range effective from 1 April 2025

Minimum	Maximum
77,140	116,406

### GP Educator Pay Scales effective from 1 April 2025

Point	Value	Descriptor	Indicator
GP00	112,811	Preparatory Year Course Organiser/Tutor	Contribution to backfill service provision in general practice.
GP01	117,513	Established course organiser/tutor	Standard scale point for Vocational Training Scheme course organisers, GP Tutors and primary care tutors.
GP02	121,425		Advanced point for special responsibilities and lead roles in developing new initiatives.
GP03	126,131	Associate Adviser Associate Director Associate Postgraduate Dean	Standard scale point for Associate Directors, Associate Advisers Period of maintenance work plus person professional development.
GP04	130,045		Established lead work and lead on new initiatives.
GP05	133,965		Lead role on national organisations that enhance deanery performance.
GP06	138,667	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 2025 is £10,799

## SECTION 6: Salaried Dental and Community Dental Staff

### Salaried Dental Staff pay Scale effective from 1 April 2025

GRADE	Band	Pay Code	Pay Point	Basic Salary £
Salaried Dentist	1	M025	1	48,218
			2	52,118
			3	56,017
			4	59,920
			5	63,820
			6	67,718
			7	71,622*
			8	75,522*
Senior Salaried Dentist	2	M024	1	68,900
			2	74,354
			3	79,806
			4	85,258
			5	90,711
			6	91,915*
			7	93,114*
Assistant Clinical Director Salaried Dentist	3	M018	1	91,557
			2	92,973
			3	94,388
			4	95,807
			5	97,222*
			6	98,639*
Clinical Director salaried Dentist	4	M011	1	91,557
			2	92,973
			3	94,388
			4	95,807
			5	97,222
			6	98,639
			7	100,057
			8	101,499
			9	102,917*
			10	104,332*

\*Performance based increments

**Community Dental Service (2015 contract)**

**Community Dental pay scales with effect from 1 April 2025**

<b>Grade</b>	<b>Pay Code</b>	<b>Pay Point</b>	<b>Value £</b>
Community Dental Officer	M431	1	52,536
		2	58,373
		3	67,128
		4	71,505
		5	75,881
		6	78,798
Senior Community Dental Officer	M432	1	81,721
		2	84,638
		3	89,014
		4	91,202
		5	93,395
		6	95,581
Assistant Community Dental Clinical Director	M433	1	97,769
		2	100,686
		3	103,606
Specialist Community Dentist	M434	1	97,769
		2	100,686
		3	103,606
		4	106,524
Community Dental Clinical Director	M435	1	97,769
		2	100,686
		3	103,606
		4	106,524
		5	109,444

## SECTION 7: Hospital Practitioner

Hospital Practitioner pay scales with effect from 1 April 2025

Grade	Pay Code	Pay Point	Value
Hospital Practitioner	M200 – M204	1	6,280
		2	6,644
		3	7,009
		4	7,372
		5	7,735
		6	8,098
		7	8,462

## SECTION 8: 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)	1,193.85	119.40
Associate Specialist (2008) (CLOSED)	1,623.58	162.36
Associate Specialist (pre 2008 contract) (CLOSED)	1,400.38	127.32
Staff Grade (pre 2008 contract) (CLOSED)	1,181.14	118.11
Part-time Medical Officer (paras 94- 105)		123.03
Hospital Practitioner		141.35

### 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	868.38	911.80	1,042.06	1,215.72	1,302.58	1,302.58	1,563.07	1,736.75
FH02	1,061.90	1,061.90	1,274.27	1,486.66	1,592.85	1,592.85	1,911.43	2,123.80
StR (Higher Rate)	1,323.17	1,323.17	1,587.81	1,852.44	1,984.77	1,984.77	2,381.71	2,646.35
StR (Lower Rate)	1,210.18	1,210.18	1,452.21	1,694.25	1,815.27	1,815.27	2,178.32	2,420.35

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 9: 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 2025

Step	Pay Code	Period before eligibility for next pay point	Basic Salary
1	M215 - 01	1 year	53,563
2	M215 - 02	1 year	58,013
3	M215 - 03	1 year	63,794
4	M215 - 04	1 year	66,892
5	M215 - 05	1 year	71,358
<b>Threshold 1</b>			
6	M215 - 06	2 years	75,807
	M215 - 07	1 year	75,807
7	M215 - 08	2 years	80,354
	M215 - 09	1 year	80,354
8	M215 - 10	2 years	84,903
	M215 - 11	1 year	84,903
<b>Threshold 2</b>			
9	M215 - 12	3 years	89,451
	M215 - 13	2 years	89,451
	M215 - 14	1 year	89,451
10	M215 - 15	3 years	94,001
	M215 - 16	2 years	94,001
	M215 - 17	1 year	94,001
11	M215 - 18	Final	98,549

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

Associate Specialist 2008 contract pay scales effective from 1 April 2025

Step	Pay Code	Period before eligibility for next pay point	Basic Salary
1	M090 - 01	1 year	74,477
2	M090 - 02	1 year	80,340
3	M090 - 03	1 year	86,201
4	M090 - 04	1 year	93,942
5	M090 - 05	1 year	100,649
<b>Threshold 1</b>			
6	M090 - 06	2 years	103,434
	M090 - 07	1 year	103,434
7	M090 - 08	2 years	107,067
	M090 - 09	1 year	107,067
8	M090 - 10	2 years	110,698
	M090 - 11	1 year	110,698
<b>Threshold 2</b>			
9	M090 - 12	3 years	114,331
	M090 - 13	2 years	114,331
	M090 - 14	1 year	114,331
10	M090 - 15	3 years	117,961
	M090 - 16	2 years	117,961
	M090 - 17	1 year	117,961
11	M090 - 18	Final	121,599

**Associate Specialist pre 2008 contract (closed grade)**

**Associate Specialist pre 2008 contract pay scales effective from 1 April 2025**

<b>Step</b>	<b>Pay Code</b>	<b>Basic Salary</b>
1	M080	54,818
2		60,458
3		66,100
4		71,743
5		77,383
6		83,025
7		90,478
8		96,935
9		99,615
10		103,109
11		106,607
12		110,104
13		113,598
14		117,097

Note: Steps 9

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

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

**Staff Grade practitioner pre 2008 contract pay scales effective from 1 April 2025**

<b>Step</b>	<b>Pay Code</b>	<b>Basic Salary</b>
1	M211	49,738
2		53,562
3		57,388
4		61,215
5		65,040
6		69,545
1	M212	72,691
2		76,515
3		80,342
4		84,167
5		87,993
6		91,821

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 10: 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 11: 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	83.37
	Intermediate Rate	Item of service	41.69
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs		250.11
145 / Sch 10	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	Item of service	156.16
157	Exceptional consultation by a general practitioner	Item of service	51.54
165 / Sch 11	<b>Fees for lectures to nurses, etc</b>		
	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

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 12: 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