



Department of
Health

An Roinn Sláinte

Mánnystrie O Poustie

www.health-ni.gov.uk

WORKFORCE POLICY DIRECTORATE

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

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HSC (TC8) 3/2022

Date 22 December 2022

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 the 4.5% pay rise for staff covered by national medical and dental terms and conditions of service which applies from 1 April 2022, except those on multi year deals. It uplifts the national pay rates of hospital medical and dental staff and doctors and dentists in public health, Community Dental Services, salaried dental staff and salaried general practitioners effective from 1 April 2022.

Specialty doctor and Specialist Grade (2021)

2. This circular includes the pay scales for two grades in Northern Ireland; specialty doctor and specialists. These came into effect on 1 April 2021. The salary scales for the 2021 contracts have been included in this circular for completeness. The values of the new contract pay scales is as set out in the Framework Agreement. They are not subject to the uplift as outlined in paragraph one above.

Mileage for Wholly Electric Cars

3. HSC (TC8) 3/2021 circular introduced a mileage rate for medical and dental staff who wish to claim for legitimate business mileage when using their own cars to undertake business on behalf of their employer. The mileage rates, as set out in Annex A: Section 6, may be paid to medical and dental staff at the 501 to 1000 rates for the use of wholly electric cars. Mileage for hybrid vehicles will continue to be at the appropriate rate for the capacity of the petrol engine. These rates came into effect on 1st April 2020 and have been included in this circular for completeness.
4. 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

5. 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.

6. 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

7. The revised national salaries, fees and allowances set out in the Annex to this pay circular replace those notified in Pay circular HSC (TC8) 3/2021 and addendums thereto and will take effect from 1 April 2022. **It should be noted that the minimum pay point on each pay scale is referred to as pay point 1.**

Enquiries

8. 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

9. Copies of this circular can be obtained from the Department's website at <https://www.health-ni.gov.uk/publications/workforce-policy-guidance-2022>

Yours sincerely

A handwritten signature in blue ink, consisting of several overlapping loops and lines, positioned below the text '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 2022
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		88,799	91,581	94,362	97,141	99,913	106,520	113,124	119,723
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	35,405	37,573	40,597	42,428	44,634	46,842	49,050	51,256 ⁵	53,463 ⁵	55,670 ⁵				
Specialty Registrar (CT)	M242	35,405	37,573	40,597	42,428	44,634	46,842								
Specialty Registrar (FT)	M240	35,405	37,573	40,597	42,428	44,634	46,842								
Foundation House Officer 2	M230	33,133	35,298	37,466											
Foundation House Officer 1	M220	26,713	28,381	30,046											
Hospital practitioner	M200 - M204	5,373	5,684	5,997	6,307	6,618	6,929	7,240							

Annex A: Section 1B

Basic rates of pay per annum, effective from 1 April 2022 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)	M080¹	45,589	50,416	55,244	60,073	64,900	69,728	76,106	81,632	83,925 ²	86,916 ²	89,908 ²	92,901 ²	95,891 ²	98,885 ²
Staff Grade Practitioner (closed grade)	M210¹	41,242	44,514	47,788	51,064	54,337	57,611	60,884	64,157						
Staff Grade Practitioner (closed grade)	M211/ M212₁₊₃	M211	M211	M211	M211	M211	M211	M212	M212	M212	M212	M212	M212		
		41,242	44,514	47,788	51,064	54,337	58,192	60,884 ⁴	64,157 ⁴	67,432 ⁴	70,705 ⁴	73,979 ⁴	77,255 ⁴		
Specialty Doctor (2008)	M215¹	44,515	48,323	53,270	55,922	59,744	63,551	67,442	71,335	75,227	79,120	83,013			
Associate Specialist (2008)	M090¹	62,413	67,431	72,446	79,070	84,810	87,193	90,302	93,410	96,518	99,625	102,738			
Specialist Registrar (closed grade)	M101¹	36,939	38,770	40,597	42,428	44,634	46,842	49,050 ⁵	51,256 ⁵	53,463 ⁵	55,670 ⁵				

ANNEX A: SECTION 2

CONSULTANT PAY AND ALLOWANCES EFFECTIVE FROM 1 APRIL 2022

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
M430	30+	7	106,520	Salary on transfer
		8	113,124	1 year after transfer
			119,723	2 years after transfer
M421	21-29	6	99,913	Salary on transfer
		7	106,520	1 year after transfer
		8	113,124	2 years after transfer
M420	20	6	119,723	3 years after transfer
		7	99,913	1 year after transfer
		8	106,520	3 years after transfer
M419	19	6	113,124	4 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
M418	18	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
M417	17	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
M416	16	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
M415	15	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
M414	14	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
M413	13	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
M412	12	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (21/22)	Years after transfer before threshold level changes
M411	11	6	99,913	Salary on transfer
		7	106,520	4 years after transfer
		7	113,124	7 years after transfer
		8	119,723	12 years after transfer
M410	10	6	99,913	Salary on transfer
		7	106,520	4 years after transfer
		7	113,124	8 years after transfer
		8	119,723	13 years after transfer
M409	9	6	99,913	Salary on transfer
		7	106,520	4 years after transfer
		7	113,124	9 years after transfer
		8	119,723	14 years after transfer
M408	8	6	99,913	Salary on transfer
		7	106,520	5 years after transfer
		7	113,124	10 years after transfer
		8	119,723	15 years after transfer
M407	7	6	99,913	Salary on transfer
		7	106,520	5 years after transfer
		7	113,124	10 years after transfer
		8	119,723	15 years after transfer
M406	6	5	98,528	Salary on transfer
		6	99,913	1 year after transfer
		6	106,520	5 years after transfer
		7	113,124	10 years after transfer
		8	119,723	15 years after transfer
M405	5	*	97,141	Salary on transfer
		5	98,528	1 year after transfer
		5	99,913	2 years after transfer
		6	106,520	6 years after transfer
		7	113,124	11 years after transfer
		8	119,723	16 years after transfer
M404	4	3	90,887	Salary on transfer
		4	94,362	1 year after transfer
		4	97,141	2 years after transfer
		5	99,913	3 years after transfer
		6	106,520	6 years after transfer
		7	113,124	11 years after transfer
		8	119,723	16 years after transfer
M403	3	*	90,187	Salary on transfer
		3	92,968	1 year after transfer
		4	97,141	2 years after transfer
		4	99,913	3 years after transfer
		6	106,520	7 years after transfer
		7	113,124	12 years after transfer
		8	119,723	17 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (21/22)	Years after transfer before threshold level changes
M402	2		89,494	Salary on transfer
		2	91,581	1 year after transfer
		4	97,141	2 years after transfer
		5	99,913	3 years after transfer
		6	106,520	8 years after transfer
		7	113,124	13 years after transfer
		8	119,723	18 years after transfer
M401	1		88,799	Salary on transfer
		*	90,187	1 year after transfer
		3	94,362	2 years after transfer
		4	97,141	3 years after transfer
		5	99,913	4 years after transfer
		6	106,520	9 years after transfer
		7	113,124	14 years after transfer
		8	119,723	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: Consultant Discretionary Points (old contract only)

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

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

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

Table 5: Clinical Excellence Awards ⁶

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 2022

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	44,515	62,413	1 year	M215/M090 - 01
2	48,323	67,431	1 year	M215/M090 - 02
3	53,270	72,446	1 year	M215/M090 - 03
4	55,922	79,070	1 year	M215/M090 - 04
5	59,744	84,810	1 year	M215/M090 - 05
6	63,551	87,193	2 years	M215/M090 - 06
	63,551	87,193	1 year	M215/M090 - 07
7	67,442	90,302	2 years	M215/M090 - 08
	67,442	90,302	1 year	M215/M090 - 09
8	71,335	93,410	2 years	M215/M090 - 10
	71,335	93,410	1 year	M215/M090 - 11
9	75,227	96,518	3 years	M215/M090 - 12
	75,227	96,518	2 years	M215/M090 - 13
Threshold 1	75,227	96,518	1 year	M215/M090 - 14
10	79,120	99,625	3 years	M215/M090 - 15
	79,120	99,625	2 years	M215/M090 - 16
	79,120	99,625	1 year	M215/M090 - 17
11	83,013	102,738		M215/M090 - 18

Threshold 2

Annex A: Section 3B

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

Effective date 1st April 2022

Years of experience	Year 1 21/22	Year 2 22/23	Year 3 23/24	New pay point on Structure 23/24
less than one	£45,344	£50,485	£51,000	1
1	£ 45,344	£50,485	£51,000	
2	£49,985	£50,485	£51,000	
3	£56,061	£56,850	£58,756	2
4	£56,061	£ 56,850	£58,756	
5	£58,756	£58,756	£58,756	
6	£63,285	£64,150	£65,500	3
7	£63,285	£64,150	£65,500	
8	£63,285	£64,150	£65,500	
9	£ 66,937	£71,550	£72,500	4
10	£66,937	£71,550	£72,500	
11	£70,590	£71,550	£72,500	
12	£70,590	£75,430	£80,000	5 – top
13	£70,590	£75,430	£80,000	
14	£74,243	£75,430	£80,000	
15	£74,243	£75,430	£80,000	
16	£74,243	£75,430	£80,000	
17	£77,895	£79,000	£80,000	

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

Effective Date 1st April 2021

Pay Point	Years of experience	21/22	22/23	23/24
1	1	£79,894	£80,693	£81,500
	2	£79,894	£80,693	£81,500
	3	£79,894	£80,693	£81,500
2	4	£85,286	£86,139	£87,000
	5	£85,286	£86,139	£87,000
	6	£85,286	£86,139	£87,000
3 - top	7	£90,677	£91,584	£92,500

Annex A: Section 4
Salaried GP Range with effect from 1 April 2022

Minimum	Maximum
£66,013	£99,615

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

Total salaries for full-time training posts⁷ from 1 April 2022

Grade	Point	Basic salary £	No ND Band £	Banding Supplement				
				20% Band 1C £	40% Band 1B £	50% Band 1A& 2B £	80% Band 2A £	100% Band 3 £
				FHO1	1	26,713	28,049	32,056
FHO1	2	28,381	29,800	34,057	39,733	42,572	51,086	56,762
FHO1	3	30,046	31,548	36,055	42,064	45,069	54,083	60,092
FHO2	1	33,133	33,133	39,760	46,386	49,700	59,639	66,266
FHO2	2	35,298	35,298	42,358	49,417	52,947	63,536	70,596
FHO2	3	37,466	37,466	44,959	52,452	56,199	67,439	74,932
SpR	1	36,939	36,939	44,327	51,715	55,409	66,490	73,878
SpR	2	38,770	38,770	46,524	54,278	58,155	69,786	77,540
SpR	3	40,597	40,597	48,716	56,836	60,896	73,075	81,194
SpR	4	42,428	42,428	50,914	59,399	63,642	76,370	84,856
SpR	5	44,634	44,634	53,561	62,488	66,951	80,341	89,268
SpR	6	46,842	46,842	56,210	65,579	70,263	84,316	93,684
SpR	7	49,050	49,050	58,860	68,670	73,575	88,290	98,100
SpR	8	51,256	51,256	61,507	71,758	76,884	92,261	102,512
SpR	9	53,463	53,463	64,156	74,848	80,195	96,233	106,926
SpR	10	55,670	55,670	66,804	77,938	83,505	100,206	111,340
StR	1	35,405	35,405	42,486	49,567	53,108	63,729	70,810
StR	2	37,573	37,573	45,088	52,602	56,360	67,631	75,146
StR	3	40,597	40,597	48,716	56,836	60,896	73,075	81,194
StR	4	42,428	42,428	50,914	59,399	63,642	76,370	84,856
StR	5	44,634	44,634	53,561	62,488	66,951	80,341	89,268
StR	6	46,842	46,842	56,210	65,579	70,263	84,316	93,684
StR	7	49,050	49,050	58,860	68,670	73,575	88,290	98,100
StR	8	51,256	51,256	61,507	71,758	76,884	92,261	102,512
StR	9	53,463	53,463	64,156	74,848	80,195	96,233	106,926
StR	10	55,670	55,670	66,804	77,938	83,505	100,206	111,340
StR (FT) and ST and CT	1	35,405	35,405	42,486	49,567	53,108	63,729	70,810
StR (FT) and ST and CT	2	37,573	37,573	45,088	52,602	56,360	67,631	75,146

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Grade	Point	Basic salary	No ND Band	Banding Supplement				
				20%	40%	50%	80%	100%
				Band 1C	Band 1B	Band 1A& 2B	Band 2A	Band 3
				£	£	£	£	£
StR (FT) and ST and CT	3	40,597	40,597	48,716	56,836	60,896	73,075	81,194
StR (FT) and ST and CT	4	42,428	42,428	50,914	59,399	63,642	76,370	84,856
StR (FT) and ST and CT	5	44,634	44,634	53,561	62,488	66,951	80,341	89,268
StR (FT) and ST and CT	6	46,842	46,842	56,210	65,579	70,263	84,316	93,684

ANNEX A: SECTION 5: TABLE 2

DOCTORS IN TRAINING

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

Grade	Point	Basic salary	Banding supplement		Total Salary	
			FB 5%	FA 25%	+5% Band FB	+25% Band FA
		£	£	£	£	£
SpR	1	36,939	1,847	9,235	38,786	46,174
SpR	2	38,770	1,939	9,693	40,709	48,463
SpR	3	40,597	2,030	10,149	42,627	50,746
SpR	4	42,428	2,121	10,607	44,549	53,035
SpR	5	44,634	2,232	11,159	46,866	55,793
SpR	6	46,842	2,342	11,711	49,184	58,553
SpR	7	49,050	2,453	12,263	51,503	61,313
SpR	8 ⁵	51,256	2,563	12,814	53,819	64,070
SpR	9 ⁵	53,463	2,673	13,366	56,136	66,829
SpR	10 ⁵	55,670	2,784	13,918	58,454	69,588

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)⁹

Band F5

Grade		Basic salary	Band F5	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	26,713	13,357	14,025	20,036	18,700	16,028
FHO1	2	28,381	14,191	14,901	21,287	19,867	17,029
FHO1	3	30,046	15,023	15,774	22,535	21,032	18,028
FHO2	1	33,133	16,567	16,567	24,851	23,194	19,880
FHO2	2	35,298	17,649	17,649	26,474	24,709	21,179
FHO2	3	37,466	18,733	18,733	28,100	26,226	22,480
SpR	1	36,939	18,470	18,470	27,705	25,858	22,164
SpR	2	38,770	19,385	19,385	29,078	27,139	23,262
SpR	3	40,597	20,299	20,299	30,449	28,419	24,359
SpR	4	42,428	21,214	21,214	31,821	29,700	25,457
SpR	5	44,634	22,317	22,317	33,476	31,244	26,780
SpR	6	46,842	23,421	23,421	35,132	32,789	28,105
SpR	7	49,050	24,525	24,525	36,788	34,335	29,430
SpR	8	51,256	25,628	25,628	38,442	35,879	30,754
SpR	9	53,463	26,732	26,732	40,098	37,425	32,078
SpR	10	55,670	27,835	27,835	41,753	38,969	33,402
StR	1	35,405	17,703	17,703	26,555	24,784	21,244
StR	2	37,573	18,787	18,787	28,181	26,302	22,544
StR	3	40,597	20,299	20,299	30,449	28,419	24,359
StR	4	42,428	21,214	21,214	31,821	29,700	25,457
StR	5	44,634	22,317	22,317	33,476	31,244	26,780
StR	6	46,842	23,421	23,421	35,132	32,789	28,105
StR	7	49,050	24,525	24,525	36,788	34,335	29,430
StR	8	51,256	25,628	25,628	38,442	35,879	30,754
StR	9	53,463	26,732	26,732	40,098	37,425	32,078
StR	10	55,670	27,835	27,835	41,753	38,969	33,402
StR (FT)	1	35,405	17,703	17,703	26,555	24,784	21,244
StR (FT)	2	37,573	18,787	18,787	28,181	26,302	22,544
StR (FT)	3	40,597	20,299	20,299	30,449	28,419	24,359
StR (FT)	4	42,428	21,214	21,214	31,821	29,700	25,457
StR (FT)	5	44,634	22,317	22,317	33,476	31,244	26,780
StR (FT)	6	46,842	23,421	23,421	35,132	32,789	28,105

Band F6

Grade		Basic salary	Band F6	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	26,713	16,028	16,829	24,042	22,439	19,234
FHO1	2	28,381	17,029	17,880	25,544	23,841	20,435
FHO1	3	30,046	18,028	18,929	27,042	25,239	21,634
FHO2	1	33,133	19,880	19,880	29,820	27,832	23,856
FHO2	2	35,298	21,179	21,179	31,769	29,651	25,415
FHO2	3	37,466	22,480	22,480	33,720	31,472	26,976
SpR	1	36,939	22,163	22,163	33,245	31,028	26,596
SpR	2	38,770	23,262	23,262	34,893	32,567	27,914
SpR	3	40,597	24,358	24,358	36,537	34,101	29,230
SpR	4	42,428	25,457	25,457	38,186	35,640	30,548
SpR	5	44,634	26,780	26,780	40,170	37,492	32,136
SpR	6	46,842	28,105	28,105	42,158	39,347	33,726
SpR	7	49,050	29,430	29,430	44,145	41,202	35,316
SpR	8	51,256	30,754	30,754	46,131	43,056	36,905
SpR	9	53,463	32,078	32,078	48,117	44,909	38,494
SpR	10	55,670	33,402	33,402	50,103	46,763	40,082
StR	1	35,405	21,243	21,243	31,865	29,740	25,492
StR	2	37,573	22,544	22,544	33,816	31,562	27,053
StR	3	40,597	24,358	24,358	36,537	34,101	29,230
StR	4	42,428	25,457	25,457	38,186	35,640	30,548
StR	5	44,634	26,780	26,780	40,170	37,492	32,136
StR	6	46,842	28,105	28,105	42,158	39,347	33,726
StR	7	49,050	29,430	29,430	44,145	41,202	35,316
StR	8	51,256	30,754	30,754	46,131	43,056	36,905
StR	9	53,463	32,078	32,078	48,117	44,909	38,494
StR	10	55,670	33,402	33,402	50,103	46,763	40,082
StR (FT)	1	35,405	21,243	21,243	31,865	29,740	25,492
StR (FT)	2	37,573	22,544	22,544	33,816	31,562	27,053
StR (FT)	3	40,597	24,358	24,358	36,537	34,101	29,230
StR (FT)	4	42,428	25,457	25,457	38,186	35,640	30,548
StR (FT)	5	44,634	26,780	26,780	40,170	37,492	32,136
StR (FT)	6	46,842	28,105	28,105	42,158	39,347	33,726

Band F7

Grade		Basic salary	Band F7	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	26,713	18,699	19,634	28,049	26,179	22,439
FHO1	2	28,381	19,867	20,860	29,801	27,814	23,840
FHO1	3	30,046	21,032	22,084	31,548	29,445	25,238
FHO2	1	33,133	23,193	23,193	34,790	32,470	27,832
FHO2	2	35,298	24,709	24,709	37,064	34,593	29,651
FHO2	3	37,466	26,226	26,226	39,339	36,716	31,471
SpR	1	36,939	25,857	25,857	38,786	36,200	31,028
SpR	2	38,770	27,139	27,139	40,709	37,995	32,567
SpR	3	40,597	28,418	28,418	42,627	39,785	34,102
SpR	4	42,428	29,700	29,700	44,550	41,580	35,640
SpR	5	44,634	31,244	31,244	46,866	43,742	37,493
SpR	6	46,842	32,789	32,789	49,184	45,905	39,347
SpR	7	49,050	34,335	34,335	51,503	48,069	41,202
SpR	8	51,256	35,879	35,879	53,819	50,231	43,055
SpR	9	53,463	37,424	37,424	56,136	52,394	44,909
SpR	10	55,670	38,969	38,969	58,454	54,557	46,763
StR	1	35,405	24,784	24,784	37,176	34,698	29,741
StR	2	37,573	26,301	26,301	39,452	36,821	31,561
StR	3	40,597	28,418	28,418	42,627	39,785	34,102
StR	4	42,428	29,700	29,700	44,550	41,580	35,640
StR	5	44,634	31,244	31,244	46,866	43,742	37,493
StR	6	46,842	32,789	32,789	49,184	45,905	39,347
StR	7	49,050	34,335	34,335	51,503	48,069	41,202
StR	8	51,256	35,879	35,879	53,819	50,231	43,055
StR	9	53,463	37,424	37,424	56,136	52,394	44,909
StR	10	55,670	38,969	38,969	58,454	54,557	46,763
StR (FT)	1	35,405	24,784	24,784	37,176	34,698	29,741
StR (FT)	2	37,573	26,301	26,301	39,452	36,821	31,561
StR (FT)	3	40,597	28,418	28,418	42,627	39,785	34,102
StR (FT)	4	42,428	29,700	29,700	44,550	41,580	35,640
StR (FT)	5	44,634	31,244	31,244	46,866	43,742	37,493
StR (FT)	6	46,842	32,789	32,789	49,184	45,905	39,347

Band F8

Grade		Basic salary	Band F8	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	26,713	21,370	22,439	32,055	29,918	25,644
FHO1	2	28,381	22,705	23,840	34,058	31,787	27,246
FHO1	3	30,046	24,037	25,239	36,056	33,652	28,844
FHO2	1	33,133	26,506	26,506	39,759	37,108	31,807
FHO2	2	35,298	28,238	28,238	42,357	39,533	33,886
FHO2	3	37,466	29,973	29,973	44,960	41,962	35,968
SpR	1	36,939	29,551	29,551	44,327	41,371	35,461
SpR	2	38,770	31,016	31,016	46,524	43,422	37,219
SpR	3	40,597	32,478	32,478	48,717	45,469	38,974
SpR	4	42,428	33,942	33,942	50,913	47,519	40,730
SpR	5	44,634	35,707	35,707	53,561	49,990	42,848
SpR	6	46,842	37,474	37,474	56,211	52,464	44,969
SpR	7	49,050	39,240	39,240	58,860	54,936	47,088
SpR	8	51,256	41,005	41,005	61,508	57,407	49,206
SpR	9	53,463	42,770	42,770	64,155	59,878	51,324
SpR	10	55,670	44,536	44,536	66,804	62,350	53,443
StR	1	35,405	28,324	28,324	42,486	39,654	33,989
StR	2	37,573	30,058	30,058	45,087	42,081	36,070
StR	3	40,597	32,478	32,478	48,717	45,469	38,974
StR	4	42,428	33,942	33,942	50,913	47,519	40,730
StR	5	44,634	35,707	35,707	53,561	49,990	42,848
StR	6	46,842	37,474	37,474	56,211	52,464	44,969
StR	7	49,050	39,240	39,240	58,860	54,936	47,088
StR	8	51,256	41,005	41,005	61,508	57,407	49,206
StR	9	53,463	42,770	42,770	64,155	59,878	51,324
StR	10	55,670	44,536	44,536	66,804	62,350	53,443
StR (FT)	1	35,405	28,324	28,324	42,486	39,654	33,989
StR (FT)	2	37,573	30,058	30,058	45,087	42,081	36,070
StR (FT)	3	40,597	32,478	32,478	48,717	45,469	38,974
StR (FT)	4	42,428	33,942	33,942	50,913	47,519	40,730
StR (FT)	5	44,634	35,707	35,707	53,561	49,990	42,848
StR (FT)	6	46,842	37,474	37,474	56,211	52,464	44,969

Band F9

Grade		Basic salary	Band F9	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
FHO1	1	26,713	24,042	25,244	36,063	33,659	28,850
FHO1	2	28,381	25,543	26,820	38,315	35,760	30,652
FHO1	3	30,046	27,041	28,393	40,562	37,857	32,449
FHO2	1	33,133	29,820	29,820	44,730	41,748	35,784
FHO2	2	35,298	31,768	31,768	47,652	44,475	38,122
FHO2	3	37,466	33,719	33,719	50,579	47,207	40,463
SpR	1	36,939	33,245	33,245	49,868	46,543	39,894
SpR	2	38,770	34,893	34,893	52,340	48,850	41,872
SpR	3	40,597	36,537	36,537	54,806	51,152	43,844
SpR	4	42,428	38,185	38,185	57,278	53,459	45,822
SpR	5	44,634	40,171	40,171	60,257	56,239	48,205
SpR	6	46,842	42,158	42,158	63,237	59,021	50,590
SpR	7	49,050	44,145	44,145	66,218	61,803	52,974
SpR	8	51,256	46,130	46,130	69,195	64,582	55,356
SpR	9	53,463	48,117	48,117	72,176	67,364	57,740
SpR	10	55,670	50,103	50,103	75,155	70,144	60,124
StR	1	35,405	31,865	31,865	47,798	44,611	38,238
StR	2	37,573	33,816	33,816	50,724	47,342	40,579
StR	3	40,597	36,537	36,537	54,806	51,152	43,844
StR	4	42,428	38,185	38,185	57,278	53,459	45,822
StR	5	44,634	40,171	40,171	60,257	56,239	48,205
StR	6	46,842	42,158	42,158	63,237	59,021	50,590
StR	7	49,050	44,145	44,145	66,218	61,803	52,974
StR	8	51,256	46,130	46,130	69,195	64,582	55,356
StR	9	53,463	48,117	48,117	72,176	67,364	57,740
StR	10	55,670	50,103	50,103	75,155	70,144	60,124
StR (FT)	1	35,405	31,865	31,865	47,798	44,611	38,238
StR (FT)	2	37,573	33,816	33,816	50,724	47,342	40,579
StR (FT)	3	40,597	36,537	36,537	54,806	51,152	43,844
StR (FT)	4	42,428	38,185	38,185	57,278	53,459	45,822
StR (FT)	5	44,634	40,171	40,171	60,257	56,239	48,205
StR (FT)	6	46,842	42,158	42,158	63,237	59,021	50,590

ANNEX A: SECTION 6

OTHER FEES, CHARGES AND ALLOWANCES

TC8 Handbook (NI) June 2008 Paragraph ¹⁰ / Schedule ¹¹	Nature of fee, charge or allowance	Payable for each	Rate £
32.b / Sch 10&11	Radiology and pathology tests (routine screening of employees)	Item of service	3.67
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,214.06
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 ¹⁰ / Schedule ¹¹	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 ALLOWANCES¹²

1. Public transport rate: 24p per mile
2. Regular user rates:

Motor cars with three or four wheels:¹⁴

Engine capacity	(cc)	501 to 1000 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 Use¹⁶

	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
!	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. ¹⁷		
SAS		
	Rate (£): per week	Rate (£): PA / Session / Notional half-day
Specialty Doctor (2008) (CLOSED)	1,021.65	102.17
Associate Specialist (2008) (CLOSED)	1,389.40	138.93
Associate Specialist (pre 2008 contract) (CLOSED)	1,198.39	108.95
Staff Grade (pre 2008 contract) (CLOSED)	1,010.77	101.07
Part-time Medical Officer (paras 94-105)		105.27
Hospital Practitioner		120.95

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) ¹⁸

Weekly Rates (£) : Band LL								
	Basic Rate ¹⁸	No band	1C	1B	1A	2B	2A	3
Band	x1	-	x1.2	x1.4	x1.5	x1.5	x1.8	x2.0
FHO1	653.10	685.96	783.72	914.34	979.65	979.65	1175.58	1,306.20
FHO2	812.85	812.85	975.42	1137.99	1219.28	1219.28	1463.13	1,625.70
SpR	1,053.02	1,053.02	1263.62	1474.23	1579.53	1579.53	1895.44	2,106.04
StR (Higher Rate)	1,053.02	1,053.02	1263.62	1474.23	1579.53	1579.53	1895.44	2,106.04
StR (Lower Rate)	955.58	955.58	1146.7	1337.81	1433.37	1433.37	1720.04	1,911.16

ANNEX A: SECTION 9

FAMILY PLANNING FEES AND MISCELLANEOUS

EFFECTIVE FROM 1 APRIL 2022

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 2022

GRADE	PAY POINT	£
Band 1		Scales from 1 April 2019
Salaried Dentist MO25	1	41,262
	2	44,600
	3	47,936
	4	51,276
	5	54,614
	6	57,950
	7	61,290*
	8	64,628*
Band 2		
Senior Salaried Dentist M024	1	58,962
	2	63,629
	3	68,294
	4	72,959
	5	77,626
	6	78,656*
	7	79,683*
*Band 3		
Assistant Clinical Director Salaried Dentist M018	1	78,350
	2	79,562
	3	80,772
	4	81,987
	5	83,198*
	6	84,411*
Band 4		
Clinical Director salaried Dentist M011	1	78,350
	2	79,562
	3	80,772
	4	81,987
	5	83,198
	6	84,411
	7	85,624
	8	86,858
	9	88,071*
	10	89,283*

* 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	35,405	n/a	n/a	n/a	n/a	n/a	n/a	15,932	51,337	*
StR point 02	37,573	n/a	n/a	n/a	n/a	n/a	n/a	16,908	54,481	
StR point 03	40,597	n/a	n/a	n/a	n/a	n/a	n/a	18,269	58,866	*
StR point 04	42,428	n/a	n/a	n/a	n/a	n/a	n/a	19,093	61,521	*
StR point 05	44,634	n/a	n/a	n/a	n/a	n/a	n/a	20,085	64,719	*‡
StR point 06	46,842	n/a	n/a	n/a	n/a	n/a	n/a	21,079	67,921	*
StR point 07	49,050	n/a	n/a	n/a	n/a	n/a	n/a	22,073	71,123	*
StR point 08	51,256	n/a	n/a	n/a	n/a	n/a	n/a	23,065	74,321	*
StR point 09	53,463	n/a	n/a	n/a	n/a	n/a	n/a	24,058	77,521	*
StR point 10	55,670	n/a	n/a	n/a	n/a	n/a	n/a	25,052	80,722	

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 2022

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	44,957	1	69,933	1	83,666	1	83,666	1	83,666
2	49,952	2	72,429	2	86,163	2	86,163	2	86,163
3	57,445	3	76,174	3	88,662	3	88,662	3	88,662
4	61,190	4	78,047			4	91,158	4	91,158
5	64,935	5	79,922					5	93,657
6	67,432	6	81,793						

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

Effective From 1 April 2022			
Point	Value	Grade	Indicator
GP00	96,539	Preparatory Year Course Organiser/Tutor	Contribution to backfill service provision in general practice.
GP01	100,563	Established course organiser/tutor	Standard scale point for Vocational Training Scheme course organisers, GP Tutors and primary care tutors
GP02	103,910		Advanced point for special responsibilities and lead roles in developing new initiatives.
GP03	107,937	Associate Adviser Associate Director Associate Postgraduate Dean	Standard scale point for Associate Directors, Associate Advisers Period of maintenance work plus person professional development.
GP04	111,287		Established lead work and lead on new initiatives.
GP05	114,641		Lead role on national organisations that enhance deanery performance
GP06	118,665	Deputy Director	Leadership role, sharing some Director duties, footprint extends beyond the deanery, and wider than education management

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The GP trainer grant £9,240

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.

