

WORKFORCE POLICY DIRECTORATE

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

Castle Buildings
Stormont Estate
BELFAST BT4 3SQ
Email:
PandE@health-ni.gov.uk

For information:

Director of Finance
Director of Human Resources
Director of Medical Services
Director of Public Health
Director of Dental Services of each body

HSC (TC8) 01/2025 R3

Date 26 March 2025

Dear Colleague

Pay and Conditions Circular – HSC (TC8) 01/2025 R3

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. Revisions were also published on 11 February 2025 and 12 March 2025. HSC (TC8) 01/2025 R3 supersedes the previous.

It has been revised as follows:

1. This amendment updates values in the Specialty Registrar (Full) table on page 3 and the Band F8 table on page 7.
2. The supplement figure for scale point 10 has been updated in the GP Specialty Registrars Allowance table on page 9.

Action

Please replace the original circular HSC (TC8) 01/2025 with HSC (TC8) 01/2025 R3.

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. Salary scales for resident doctors and dentists in training, have been increased by 6% to basic pay from 1 April 2024 plus a consolidated increase of £1000 as per the DDRB recommendation.
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 (email: 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 dark ink, appearing to be 'Katherine Ferguson', with a long horizontal flourish extending to the right.

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

26 March 2025

Pay and Conditions Circular - HSC(TC8) 01/2025 R3

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

Contents

Annex A:	Section 1	Resident Doctors and Dentists in training (2002 contract)	Page 2
	Section 2	Consultant (2004 contract) basic salary and allowances	Page 10
	Section 3	Specialty Doctor (2021 contract)	Page 13
	Section 4	Specialist (2021 contract)	Page 14
	Section 5	Salaried GP	Page 15
	Section 6	Salaried Dental Staff	Page 16
	Section 7	Hospital Practitioner	Page 17
	Section 8	Locum appointments	Page 18
	Section 9	Pay for grades closed to new entrants	Page 20
	Section 10	Mileage and transport allowances	Page 24
	Section 11	Other fees, charges and allowances	Page 26
	Section 12	Family planning fees and miscellaneous	Page 28

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

Grade	Step	Pay scale Code	24/25 DDRB uplift - 6% + £1000
Foundation House Officer 1	1	M220	33,609
	2		35,560
	3		37,507
Foundation House Officer 2	1	M230	41,115
	2		43,646
	3		46,181
Specialty Registrar (FT)	1	M240	43,773
	2		46,307
	3		49,841
	4		51,982
	5		54,562
	6		57,143
Specialty Registrar (Full)	1	M241	43,773
	2		46,307
	3		49,841
	4		51,982
	5		54,562
	6		57,143
	7		59,723
	8		62,303
	9		64,884
	10		67,465
Specialty Registrar (CT/DCT)	1	M242	43,773
	2		46,307
	3		49,841
	4		51,982
	5		54,562
	6		57,143

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

Total salaries for full-time training posts from 1 April 2024

				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	33,609	35,289	40,331	47,053	50,414	60,496	67,218
FHO1	2	35,560	37,338	42,672	49,784	53,340	64,008	71,120
FHO1	3	37,507	39,382	45,008	52,510	56,261	67,513	75,014
FHO2	1	41,115	41,115	49,338	57,561	61,673	74,007	82,230
FHO2	2	43,646	43,646	52,375	61,104	65,469	78,563	87,292
FHO2	3	46,181	46,181	55,417	64,653	69,272	83,126	92,362
StR	1	43,773	43,773	52,528	61,282	65,660	78,791	87,546
StR	2	46,307	46,307	55,568	64,830	69,461	83,353	92,614
StR	3	49,841	49,841	59,809	69,777	74,762	89,714	99,682
StR	4	51,982	51,982	62,378	72,775	77,973	93,568	103,964
StR	5	54,562	54,562	65,474	76,387	81,843	98,212	109,124
StR	6	57,143	57,143	68,572	80,000	85,715	102,857	114,286
StR	7	59,723	59,723	71,668	83,612	89,585	107,501	119,446
StR	8	62,303	62,303	74,764	87,224	93,455	112,145	124,606
StR	9	64,884	64,884	77,861	90,838	97,326	116,791	129,768
StR	10	67,465	67,465	80,958	94,451	101,198	121,437	134,930
StR (FT) and ST and CT	1	43,773	43,773	52,528	61,282	65,660	78,791	87,546
StR (FT) and ST and CT	2	46,307	46,307	55,568	64,830	69,461	83,353	92,614
StR (FT) and ST and CT	3	49,841	49,841	59,809	69,777	74,762	89,714	99,682
StR (FT) and ST and CT	4	51,982	51,982	62,378	72,775	77,973	93,568	103,964
StR (FT) and ST and CT	5	54,562	54,562	65,474	76,387	81,843	98,212	109,124
StR (FT) and ST and CT	6	57,143	57,143	68,572	80,000	85,715	102,857	114,286

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	33,609	16,805	17,645	25,208	23,527	20,166
FHO1	2	35,560	17,780	18,669	26,670	24,892	21,336
FHO1	3	37,507	18,754	19,692	28,131	26,256	22,505
FHO2	1	41,115	20,558	20,558	30,837	28,781	24,670
FHO2	2	43,646	21,823	21,823	32,735	30,552	26,188
FHO2	3	46,181	23,091	23,091	34,637	32,327	27,709
StR	1	43,773	21,887	21,887	32,831	30,642	26,264
StR	2	46,307	23,154	23,154	34,731	32,416	27,785
StR	3	49,841	24,921	24,921	37,382	34,889	29,905
StR	4	51,982	25,991	25,991	38,987	36,387	31,189
StR	5	54,562	27,281	27,281	40,922	38,193	32,737
StR	6	57,143	28,572	28,572	42,858	40,001	34,286
StR	7	59,723	29,862	29,862	44,793	41,807	35,834
StR	8	62,303	31,152	31,152	46,728	43,613	37,382
StR	9	64,884	32,442	32,442	48,663	45,419	38,930
StR	10	67,465	33,733	33,733	50,600	47,226	40,480
StR (FT)	1	43,773	21,887	21,887	32,831	30,642	26,264
StR (FT)	2	46,307	23,154	23,154	34,731	32,416	27,785
StR (FT)	3	49,841	24,921	24,921	37,382	34,889	29,905
StR (FT)	4	51,982	25,991	25,991	38,987	36,387	31,189
StR (FT)	5	54,562	27,281	27,281	40,922	38,193	32,737
StR (FT)	6	57,143	28,572	28,572	42,858	40,001	34,286

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	33,609	20,165	21,173	30,248	28,231	24,198
FHO1	2	35,560	21,336	22,403	32,004	29,870	25,603
FHO1	3	37,507	22,504	23,629	33,756	31,506	27,005
FHO2	1	41,115	24,669	24,669	37,004	34,537	29,603
FHO2	2	43,646	26,188	26,188	39,282	36,663	31,426
FHO2	3	46,181	27,709	27,709	41,564	38,793	33,251
StR	1	43,773	26,264	26,264	39,396	36,770	31,517
StR	2	46,307	27,784	27,784	41,676	38,898	33,341
StR	3	49,841	29,905	29,905	44,858	41,867	35,886
StR	4	51,982	31,189	31,189	46,784	43,665	37,427
StR	5	54,562	32,737	32,737	49,106	45,832	39,284
StR	6	57,143	34,286	34,286	51,429	48,000	41,143
StR	7	59,723	35,834	35,834	53,751	50,168	43,001
StR	8	62,303	37,382	37,382	56,073	52,335	44,858
StR	9	64,884	38,930	38,930	58,395	54,502	46,716
StR	10	67,465	40,479	40,479	60,719	56,671	48,575
StR (FT)	1	43,773	26,264	26,264	39,396	36,770	31,517
StR (FT)	2	46,307	27,784	27,784	41,676	38,898	33,341
StR (FT)	3	49,841	29,905	29,905	44,858	41,867	35,886
StR (FT)	4	51,982	31,189	31,189	46,784	43,665	37,427
StR (FT)	5	54,562	32,737	32,737	49,106	45,832	39,284
StR (FT)	6	57,143	34,286	34,286	51,429	48,000	41,143

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	33,609	23,526	24,702	35,289	32,936	28,231
FHO1	2	35,560	24,892	26,137	37,338	34,849	29,870
FHO1	3	37,507	26,255	27,568	39,383	36,757	31,506
FHO2	1	41,115	28,781	28,781	43,172	40,293	34,537
FHO2	2	43,646	30,552	30,552	45,828	42,773	36,662
FHO2	3	46,181	32,327	32,327	48,491	45,258	38,792
StR	1	43,773	30,641	30,641	45,962	42,897	36,769
StR	2	46,307	32,415	32,415	48,623	45,381	38,898
StR	3	49,841	34,889	34,889	52,334	48,845	41,867
StR	4	51,982	36,387	36,387	54,581	50,942	43,664
StR	5	54,562	38,193	38,193	57,290	53,470	45,832
StR	6	57,143	40,000	40,000	60,000	56,000	48,000
StR	7	59,723	41,806	41,806	62,709	58,528	50,167
StR	8	62,303	43,612	43,612	65,418	61,057	52,334
StR	9	64,884	45,419	45,419	68,129	63,587	54,503
StR	10	67,465	47,226	47,226	70,839	66,116	56,671
StR (FT)	1	43,773	30,641	30,641	45,962	42,897	36,769
StR (FT)	2	46,307	32,415	32,415	48,623	45,381	38,898
StR (FT)	3	49,841	34,889	34,889	52,334	48,845	41,867
StR (FT)	4	51,982	36,387	36,387	54,581	50,942	43,664
StR (FT)	5	54,562	38,193	38,193	57,290	53,470	45,832
StR (FT)	6	57,143	40,000	40,000	60,000	56,000	48,000

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	33,609	26,887	28,231	40,331	37,642	32,264
FHO1	2	35,560	28,448	29,870	42,672	39,827	34,138
FHO1	3	37,507	30,006	31,506	45,009	42,008	36,007
FHO2	1	41,115	32,892	32,892	49,338	46,049	39,470
FHO2	2	43,646	34,917	34,917	52,376	48,884	41,900
FHO2	3	46,181	36,945	36,945	55,418	51,723	44,334
StR	1	43,773	35,018	35,018	52,527	49,025	42,022
StR	2	46,307	37,046	37,046	55,569	51,864	44,455
StR	3	49,841	39,873	39,873	59,810	55,822	47,848
StR	4	51,982	41,586	41,586	62,379	58,220	49,903
StR	5	54,562	43,650	43,650	65,475	61,110	52,380
StR	6	57,143	45,714	45,714	68,571	64,000	54,857
StR	7	59,723	47,778	47,778	71,667	66,889	57,334
StR	8	62,303	49,842	49,842	74,763	69,779	59,810
StR	9	64,884	51,907	51,907	77,861	72,670	62,288
StR	10	67,465	53,972	53,972	80,958	75,561	64,766
StR (FT)	1	43,773	35,018	35,018	52,527	49,025	42,022
StR (FT)	2	46,307	37,046	37,046	55,569	51,864	44,455
StR (FT)	3	49,841	39,873	39,873	59,810	55,822	47,848
StR (FT)	4	51,982	41,586	41,586	62,379	58,220	49,903
StR (FT)	5	54,562	43,650	43,650	65,475	61,110	52,380
StR (FT)	6	57,143	45,714	45,714	68,571	64,000	54,857

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	33,609	30,248	31,760	45,372	42,347	36,298
FHO1	2	35,560	32,004	33,604	48,006	44,806	38,405
FHO1	3	37,507	33,756	35,444	50,634	47,258	40,507
FHO2	1	41,115	37,004	37,004	55,506	51,806	44,405
FHO2	2	43,646	39,281	39,281	58,922	54,993	47,137
FHO2	3	46,181	41,563	41,563	62,345	58,188	49,876
StR	1	43,773	39,396	39,396	59,094	55,154	47,275
StR	2	46,307	41,676	41,676	62,514	58,346	50,011
StR	3	49,841	44,857	44,857	67,286	62,800	53,828
StR	4	51,982	46,784	46,784	70,176	65,498	56,141
StR	5	54,562	49,106	49,106	73,659	68,748	58,927
StR	6	57,143	51,429	51,429	77,144	72,001	61,715
StR	7	59,723	53,751	53,751	80,627	75,251	64,501
StR	8	62,303	56,073	56,073	84,110	78,502	67,288
StR	9	64,884	58,396	58,396	87,594	81,754	70,075
StR	10	67,465	60,719	60,719	91,079	85,007	72,863
StR (FT)	1	43,773	39,396	39,396	59,094	55,154	47,275
StR (FT)	2	46,307	41,676	41,676	62,514	58,346	50,011
StR (FT)	3	49,841	44,857	44,857	67,286	62,800	53,828
StR (FT)	4	51,982	46,784	46,784	70,176	65,498	56,141
StR (FT)	5	54,562	49,106	49,106	73,659	68,748	58,927
StR (FT)	6	57,143	51,429	51,429	77,144	72,001	61,715

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	26,555	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 5th 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	Threshold One
	2	106,424	
	3	106,424	
	4	111,724	Threshold Two
	5	114,904	Threshold Three
	6	114,904	
	7	114,904	
	8	114,904	
	9	126,034	Threshold Four
	10	126,034	
	11	126,034	
	12	126,034	
	13	126,034	
	14	126,034	
	15	139,920	Threshold Five
	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	
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 1st 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

Grade	Pay Code	Pay Point	Value £
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

	Basic Rate X1	No band	1C	1B	1A	2B	2A	3
Band	X1	-	X1.2	X1.4	X1.5	X1.5	X1.8	X2.0
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
Threshold 1				
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
Threshold 2				
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
Threshold 1				
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
Threshold 2				
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

Step	Pay Code	Uplift 1 Industrial Dispute resolution	Uplift 2 24/25 DDRB
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:

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

*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	Staff Fund		
	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	Domiciliary Consultations		
	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	Fees for lectures to nurses, etc		
	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 (£)
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
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
Fee for the reversal of male sterilisation	184.44	92.16
Fee for the reversal of female sterilisation	257.98	129.26
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
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	£
Fee for College or Faculty nominee attending a consultant or hospital practitioner Advisory Appointment Panel/Committee:	
Full day	129.19
Half day	64.60
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