

Pay structure for Consultants in Northern Ireland

| Pay point | Current Pay 23/24 | Proposed new basic pay value | Change from NI 23/24 | % Change from NI 23/24 | Notes |
|-----------|-------------------|------------------------------|----------------------|------------------------|---|
| 1 | £94,127 | £100,400 | £6,273 | 6.7% | Threshold One New entrants to consultant grade Three years on this pay point |
| 2 | £97,076 | £100,400 | £3,324 | 3.4% | |
| 3 | £100,024 | £100,400 | £376 | 0.4% | |
| 4 | £102,970 | £105,400 | £2,430 | 2.4% | Threshold Two One year on this pay point |
| 5 | £105,908 | £108,400 | £2,492 | 2.4% | Threshold Three four years on this pay point |
| 6 | £105,908 | £108,400 | £2,492 | 2.4% | |
| 7 | £105,908 | £108,400 | £2,492 | 2.4% | |
| 8 | £105,908 | £108,400 | £2,492 | 2.4% | |
| 9 | £105,908 | £118,900 | £12,992 | 12.3% | Threshold Four six years on this pay point |
| 10 | £112,912 | £118,900 | £5,988 | 5.3% | |
| 11 | £112,912 | £118,900 | £5,988 | 5.3% | |
| 12 | £112,912 | £118,900 | £5,988 | 5.3% | |
| 13 | £112,912 | £118,900 | £5,988 | 5.3% | |
| 14 | £112,912 | £118,900 | £5,988 | 5.3% | |
| 15 | £119,912 | £132,000 | £12,088 | 10.1% | Threshold Five Top point of the pay scale |
| 16 | £119,912 | £132,000 | £12,088 | 10.1% | |
| 17 | £119,912 | £132,000 | £12,088 | 10.1% | |
| 18 | £119,912 | £132,000 | £12,088 | 10.1% | |
| 19 | £119,912 | £132,000 | £12,088 | 10.1% | |
| 20 | £126,907 | £132,000 | £5,093 | 4.0% | |

ANNEX B**Pay structure for Consultants in Northern Ireland**

| 2004 Consultant Contract | Pay Threshold | 1 | 2 | 3 | 4 | 5 |
|---|--|--|-----------------|------------------|------------------|----------------|
| | Period spent on each threshold | (3 years) | (1 year) | (4 years) | (6 years) | (Final) |
| Pay Scale code | | Basic salary (£) | | | | |
| M400 | Consultant appointed on or after 15 January 2004 | 100,400 | 105,400 | 108,400 | 118,900 | 132,000 |
| M401- M430 | Consultant appointed before 15 January 2004 | See Table 1 for detailed pay scales | | | | |

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

| | | 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 | 100,400 | 100,400 | 100,400 | 105,400 | 108,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 |
| M402 | 2 | 100,400 | 100,400 | 105,400 | 108,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | |
| M403 | 3 | 100,400 | 100,400 | 105,400 | 108,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | |
| M404 | 4 | 100,400 | 100,400 | 105,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | |
| M405 | 5 | 105,400 | 108,400 | 108,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | |
| M406 | 6 | 108,400 | 108,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | | |
| M407 | 7 | 108,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | | |
| M408 | 8 | 108,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | | |
| M409 | 9 | 108,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | | | |
| M410 | 10 | 108,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | | | | |
| M411 | 11 | 108,400 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | | | | | |
| M412 | 12 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | | | | | | |
| M413 | 13 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | | | | | | | |
| M414 | 14 | 108,400 | 108,400 | 108,400 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | | | | | | | | |
| M415 | 15 | 108,400 | 108,400 | 108,400 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | 132,000 | | | | | | | | | | | |
| M416 | 16 | 108,400 | 108,400 | 108,400 | 118,900 | 132,000 | 132,000 | 132,000 | 132,000 | | | | | | | | | | | | |
| M417 | 17 | 108,400 | 108,400 | 118,900 | 118,900 | 132,000 | 132,000 | 132,000 | | | | | | | | | | | | | |
| M418 | 18 | 108,400 | 108,400 | 118,900 | 132,000 | 132,000 | 132,000 | | | | | | | | | | | | | | |
| M419 | 19 | 108,400 | 118,900 | 118,900 | 132,000 | 132,000 ⁱ | 132,000 | | | | | | | | | | | | | | |
| M420 | 20 | 108,400 | 118,900 | 118,900 | 132,000 | 132,000 | | | | | | | | | | | | | | | |
| M421 | 21-29 | 108,400 | 118,900 | 132,000 | 132,000 | | | | | | | | | | | | | | | | |
| M430 | 30 | 118,900 | 132,000 | 132,000 | | | | | | | | | | | | | | | | | |

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

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