

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

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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

Pay Scale	Seniority	Complete years after transfer before threshold level changes																				
		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	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	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	132,000
M403	3	100,400	100,400	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		
M404	4	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			
M405	5	105,400	108,400	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	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			
M407	7	108,400	108,400	108,400	108,400	118,900	118,900	118,900	118,900	118,900	118,900	118,900	132,000	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	118,900	132,000	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	118,900	132,000	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	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	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	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	132,000									
M414	14	108,400	108,400	108,400	118,900	118,900	132,000	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	132,000											
M416	16	108,400	108,400	108,400	118,900	132,000	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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