

**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								
<b>2004 Consultant Contract</b>			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 <b>15 January 2004</b>	<b>M400</b>		88,799	91,581	94,362	97,141	99,913	106,520	113,124	119,723
Consultant appointed before <b>15 January 2004</b>		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)	<b>M241</b>	35,405	37,573	40,597	42,428	44,634	46,842	49,050	51,256 <sup>5</sup>	53,463 <sup>5</sup>	55,670 <sup>5</sup>				
Specialty Registrar (CT)	<b>M242</b>	35,405	37,573	40,597	42,428	44,634	46,842								
Specialty Registrar (FT)	<b>M240</b>	35,405	37,573	40,597	42,428	44,634	46,842								
Foundation House Officer 2	<b>M230</b>	33,133	35,298	37,466											
Foundation House Officer 1	<b>M220</b>	26,713	28,381	30,046											
Hospital practitioner	<b>M200 - M204</b>	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)	<b>M080<sup>1</sup></b>	45,589	50,416	55,244	60,073	64,900	69,728	76,106	81,632	83,925 <sup>2</sup>	86,916 <sup>2</sup>	89,908 <sup>2</sup>	92,901 <sup>2</sup>	95,891 <sup>2</sup>	98,885 <sup>2</sup>		
Staff Grade Practitioner (closed grade)	<b>M210<sup>1</sup></b>	41,242	44,514	47,788	51,064	54,337	57,611	60,884	64,157								
Staff Grade Practitioner (closed grade)	<b>M211/ M212<sub>1+3</sub></b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>				
		41,242	44,514	47,788	51,064	54,337	58,192	60,884 <sup>4</sup>	64,157 <sup>4</sup>	67,432 <sup>4</sup>	70,705 <sup>4</sup>	73,979 <sup>4</sup>	77,255 <sup>4</sup>				
Specialty Doctor (2008)	<b>M215<sup>1</sup></b>	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)	<b>M090<sup>1</sup></b>	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)	<b>M101<sup>1</sup></b>	36,939	38,770	40,597	42,428	44,634	46,842	49,050 <sup>5</sup>	51,256 <sup>5</sup>	53,463 <sup>5</sup>	55,670 <sup>5</sup>						

## 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
<b>M430</b>	30+	7	106,520	Salary on transfer
		8	113,124	1 year after transfer
			119,723	2 years after transfer
<b>M421</b>	21-29	6	99,913	Salary on transfer
		7	106,520	1 year after transfer
		8	113,124	2 years after transfer
<b>M420</b>	20	6	119,723	3 years after transfer
		7	99,913	1 year after transfer
		8	106,520	3 years after transfer
<b>M419</b>	19	6	113,124	4 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
<b>M418</b>	18	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
<b>M417</b>	17	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
<b>M416</b>	16	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
<b>M415</b>	15	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
<b>M414</b>	14	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
<b>M413</b>	13	6	113,124	3 years after transfer
		7	99,913	Salary on transfer
		8	106,520	1 year after transfer
<b>M412</b>	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
<b>M411</b>	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
<b>M410</b>	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
<b>M409</b>	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
<b>M408</b>	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
<b>M407</b>	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
<b>M406</b>	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
<b>M405</b>	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
<b>M404</b>	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
<b>M403</b>	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.