

ANNEX A: SECTION 1A
BASIC RATES OF PAY PER ANNUM effective from 1 April 2023
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		94,127	97,076	100,024	102,970	105,908	112,912	119,912	126,907
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	38,780	41,078	44,283	46,224	48,563	50,903	53,243	55,582 ⁵	57,921 ⁵	60,261 ⁵				
Specialty Registrar (CT)	M242	38,780	41,078	44,283	46,224	48,563	50,903								
Specialty Registrar (FT)	M240	38,780	41,078	44,283	46,224	48,563	50,903								
Foundation House Officer 2	M230	36,371	38,666	40,964											
Foundation House Officer 1	M220	29,566	31,334	33,099											
Hospital practitioner	M200 - M204	5,696	6,026	6,357	6,686	7,016	7,345	7,675							

Annex A: Section 1B

Basic rates of pay per annum, effective from 1 April 2023 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)	M080 ¹	48,325	53,441	58,559	63,678	68,794	73,912	80,673	86,530	88,961 ²	92,131 ²	95,303 ²	98,476 ²	101,645 ²	104,819 ²
Staff Grade Practitioner (closed grade)	M211/ M212 ¹⁺³	M211	M211	M211	M211	M211	M211	M212	M212	M212	M212	M212	M212		
		43,717	47,185	50,656	54,128	57,598	61,684	64,538 ⁴	68,007 ⁴	71,478 ⁴	74,948 ⁴	78,418 ⁴	81,891 ⁴		
Specialist Registrar (closed grade)	M101 ¹	39,156	41,097	43,033	44,974	47,313	49,653	51,993 ⁵	54,332 ⁵	56,671 ⁵	59,011 ⁵				
Grade	Pay Scale Code	1	2	3	4	5	6	7	8	9	10	11			
Period spent on pay point		(1 year)	(1 year)	(1 year)	(1 year)	(1 year)	(2 years)	(2 years)	(2 years)	(3 years)	(3 years)	Final			
Specialty Doctor (2008)	M215 ¹	47,186	51,223	56,467	59,278	63,329	67,365	71,489	75,616	79,741	83,868	87,994			
Associate Specialist (2008)	M090 ¹	66,158	71,477	76,793	83,815	89,899	92,425	95,721	99,015	102,310	105,603	108,903			

ANNEX A: SECTION 2

CONSULTANT PAY AND ALLOWANCES EFFECTIVE FROM 1 APRIL 2023

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

Pay Scale	Seniority	Pay Threshold	Basic salary (23/24)	Years after transfer before threshold level changes
M430	30+	7	112,912	Salary on transfer
		8	119,912	1 year after transfer
			126,907	2 years after transfer
M421	21-29	6	105,908	Salary on transfer
		7	112,912	1 year after transfer
		8	119,912	2 years after transfer
M420	20	6	105,908	Salary on transfer
		7	112,912	1 year after transfer
		8	119,912	3 years after transfer
M419	19	6	105,908	Salary on transfer
		7	112,912	1 year after transfer
		8	119,912	3 years after transfer
M418	18	6	105,908	Salary on transfer
		7	112,912	1 year after transfer
		8	119,912	3 years after transfer
M417	17	6	105,908	Salary on transfer
		7	112,912	2 years after transfer
		8	119,912	4 years after transfer
M416	16	6	105,908	Salary on transfer
		7	112,912	3 years after transfer
		8	119,912	4 years after transfer
M415	15	6	105,908	Salary on transfer
		7	112,912	3 years after transfer
		8	119,912	4 years after transfer
M414	14	6	105,908	Salary on transfer
		7	112,912	3 years after transfer
		8	119,912	5 years after transfer
M413	13	6	105,908	Salary on transfer
		7	112,912	3 years after transfer
		8	119,912	5 years after transfer
M412	12	6	105,908	Salary on transfer
		7	112,912	3 years after transfer
		8	119,912	6 years after transfer
			126,907	11 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (23/24)	Years after transfer before threshold level changes
M411	11	6	105,908	Salary on transfer
		7	112,912	4 years after transfer
		8	119,912	7 years after transfer
			126,907	12 years after transfer
M410	10	6	105,908	Salary on transfer
		7	112,912	4 years after transfer
		8	119,912	8 years after transfer
			126,907	13 years after transfer
M409	9	6	105,908	Salary on transfer
		7	112,912	4 years after transfer
		8	119,912	9 years after transfer
			126,907	14 years after transfer
M408	8	6	105,908	Salary on transfer
		7	112,912	5 years after transfer
		8	119,912	10 years after transfer
			126,907	15 years after transfer
M407	7	6	105,908	Salary on transfer
		7	112,912	5 years after transfer
		8	119,912	10 years after transfer
			126,907	15 years after transfer
M406	6	5	104,440	Salary on transfer
		6	105,908	1 year after transfer
		7	112,912	5 years after transfer
		8	119,912	10 years after transfer
			126,907	15 years after transfer
M405	5	*	102,970	Salary on transfer
		5	104,440	1 year after transfer
		6	105,908	2 years after transfer
		7	112,912	6 years after transfer
		8	119,912	11 years after transfer
			126,907	16 years after transfer
M404	4	3	96,341	Salary on transfer
		4	100,024	1 year after transfer
		5	102,970	2 years after transfer
		6	105,908	3 years after transfer
		7	112,912	6 years after transfer
		8	119,912	11 years after transfer
			126,907	16 years after transfer
M403	3	*	95,599	Salary on transfer
		4	98,547	1 year after transfer
		5	102,970	2 years after transfer
		6	105,908	3 years after transfer
		7	112,912	7 years after transfer
		8	119,912	12 years after transfer
			126,907	17 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (23/24)	Years after transfer before threshold level changes
M402	2		94,864	Salary on transfer
		2	97,076	1 year after transfer
		4	102,970	2 years after transfer
		5	105,908	3 years after transfer
		6	112,912	8 years after transfer
		7	119,912	13 years after transfer
		8	126,907	18 years after transfer
M401	1		94,127	Salary on transfer
		*	95,599	1 year after transfer
		3	100,024	2 years after transfer
		4	102,970	3 years after transfer
		5	105,908	4 years after transfer
		6	112,912	9 years after transfer
		7	119,912	14 years after transfer
8	126,907	19 years after transfer		

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