HR CONNECT

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Candidate Information Booklet

IRC331255
Consultant Forensic Pathologist
The State Pathologist's Department
Department of Justice

Completed Application Forms must be submitted to HRConnect no later than 12 noon (UK time) on
Friday 13th November 2026

Please retain a copy of this booklet for your reference throughout the selection process.

The State Pathologist's Department
Department of Justice

Building a fair, just and safer community

Communication between HRConnect and you

HRConnect will issue electronically as many competition communications as possible, you should therefore check your email account, including junk mail folder, to make sure that you don't miss any important communications in relation to this competition. There may, however, still be a necessity to issue some correspondence by hard copy mail.

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FOREWORD

The Department of Justice (DoJ) wishes to make a permanent appointment of a Consultant Forensic Pathologist at the State Pathologist's Department for Northern Ireland (SPD) and invites applications from Consultants or Specialty Registrars, or equivalent, in forensic pathology.

This is a unique opportunity to join a high quality, modern and innovative forensic pathology team. Please take the time to read the specification carefully. The panel can only consider the information you provide in the application form and we wish you every success with your application.

The DoJ in its wider role supports the NI Minister of Justice. The Department's mission is working together for fairness, justice and safety. SPD is funded by the DoJ and operates at arm's length to the Department.

SPD has operated in Northern Ireland for over 65 years. Its principal aim is to provide a high quality, independent and professional forensic pathology service by conducting autopsies at the direction of the Coroners Service for Northern Ireland in cases of sudden, suspicious and unnatural deaths.

The consultant forensic pathology post is based at SPD, within modern, purpose-built premises and a linked forensic mortuary situated in the grounds of the Royal Victoria Hospital, Grosvenor Road, Belfast. SPD is a distinct and separate business unit within the hospital complex, but is able to avail of hospital laboratory services (microbiology, biochemistry and haematology) as well as access to, neuropathology, paediatric radiology and forensic dental services.

SPD has dedicated facilities for the conduct of homicide and high-risk cases. It also maintains close teaching links with the School of Medicine, Dentistry and Biomedical Sciences at Queen's University, Belfast and provides advice and guidance in other areas of forensic medicine.

If you have any further questions, please refer to the 'How Do I Apply?' section of the NICS recruitment website or contact HRConnect on 0800 1 300 330.

If you wish to find out more about the post, or request a visit to SPD you may do so by email: statepathologyrecruitment@justice-ni.gov.uk

Any candidate who is unable, because of disability, to complete the application form should advise us by email and we will contact them.

Further information about the Department of Justice can be found at https://www.justice-ni.gov.uk

Thanks again for your interest in this competition.

Mark Goodfellow
Deputy Secretary Safer Communities
Department of Justice

BACKGROUND

The core function of the State Pathologist's Department (SPD) is to provide a post-mortem service for the Coroners Service for Northern Ireland. SPD also has an important role in providing advice and guidance in other areas of forensic medicine to the police service, DoJ and Courts.

SPD is an essential component of the justice system and carries out on average 1,400 Coronial Post-Mortem Examinations per annum. The State Pathologist and his department operate under Article 11(1) of the Criminal Justice (Northern Ireland) Order 1980 and the statutory duties of SPD are set out within the Coroners Act 1959 and Coroners (Practice and Procedure) Rules (NI) 1963.

SPD supports the Police Service of Northern Ireland (PSNI) and the Public Prosecution Service of Northern Ireland (PPS) by attending scenes of death, providing expert forensic pathology opinion and advice, and, where required, giving evidence in court. In addition, SPD uses valuable knowledge and information gained from post-mortem examinations to develop and refine forensic pathology techniques; improve the treatment and healthcare of patients and in the prevention of further similar deaths.

The Forensic Pathologists within SPD are expected to operate in accordance with the standards set by the Royal College of Pathologists (UK) and the Code of Practice and performance standards for forensic pathology in England, Wales and Northern Ireland. For further information regarding the code of practice and performance standards of the forensic pathologist, please follow this link.

Facilities

The Northern Ireland Regional Forensic Mortuary (NIRFM) has dedicated facilities for the conduct of homicide and high-risk cases. In addition, the NIRFM includes a four table post-mortem examination room, storage facilities for 56 bodies, police interview rooms and a CT Scanner. There is a quiet room for relatives and a viewing area. The Human Tissue Authority licenses the SPD and NIRFM.

KEY RESPONSIBILITIES

The successful appointee will be expected to undertake the following key duties in keeping with the high standards of SPD and DoJ:

Performing post-mortems - as directed by the Coroner for Northern Ireland and advising on the medical aspects of their investigations. Pathologists submit their completed report directly to the Coroner and may be required to attend inquests. The work involves the conduct of a wide range of autopsies, to determine the cause of death when it occurs suddenly, suspiciously or unnaturally.

The post-mortem service is currently maintained on a 365-day basis. Consultant forensic pathologists provide a post-mortem service (including routine cases) at weekends and on public holidays. This is currently organised on a rota basis that will be based on one week in four (*depending on staff complement*). An on-call availability supplement and premium time will be paid in line with health service consultant contract, as appropriate.

Assisting the police at scenes - where a death has possible criminal implications, forensic pathologists can be asked to advise the police on all aspects of forensic medicine. This can include attendance at a potential crime scene. This requirement is part of the on-call rota.

Providing evidence - in both coroners and criminal courts.

Teaching forensic medicine - the successful candidate will be required to participate in post-graduate training for an in-house resident forensic pathologist. In addition, the department has close links with the School of Medicine, Dentistry and Biomedical sciences within Queen's University, Belfast. The department currently offers a student-selected component to third year medical students and post-mortem placements upon request. Occasional lectures are also provided to undergraduate medical students.

Clinical governance - the successful candidate will be required to participate in case review meetings, critical conclusion checks, audit meetings, job planning, annual appraisal, revalidation with the General Medical Council and an approved continuing professional development programme, such as that provided by the Royal College of Pathologists (UK).

Participating in research (*Optional*) - including reviewing information from post-mortem examinations, for developing and refining forensic pathology techniques; as well as for improving the treatment and health care of patients and in the prevention of further similar deaths.

Team working - Able to work effectively in a team with colleagues in forensic pathology and other disciplines. Able to organise time efficiently and effectively.

The above list is not exhaustive but gives a good indication of the main duties of the post. The emphasis on particular duties will vary over time according to business needs.

TERMS AND CONDITIONS

There is currently one permanent full time post available. A merit list will be compiled and further appointments may be made from this merit list should similar positions become vacant which require the same eligibility criteria and have similar duties and responsibilities.

Employer

The Pathologists employed at the SPD are **not** Northern Ireland Civil Servants but are direct recruits of the Department of Justice (DOJ).

Salary

Basic salary for this post ten Programmed Activities (PAs) is £110,681-£145,517*. Starting salary may be negotiated in line with experience. Additional PAs and an on-call allowance will also be available to the successful candidate. For further information, please refer to the Hours of Work and On Call paragraphs and the information on salary at Annex A.

*2025/2026 pay scale- 2026/2027 currently under review.

A Recruitment Allowance of 30% of basic salary will also be paid in each of the first two years of employment. In years 3 and 4 of employment the successful candidate will receive a Retention Allowance of 10% of basic salary, this allowance is kept under review.

A relocation allowance up to £8,000 (paid on a receipted actual basis) is available to the successful candidate.

If you have any queries about the remuneration available, please contact; statepathologyrecruitment@justice-ni.gov.uk

Pensions

The employment is superannuable under the Universities Superannuation Scheme. Queen's University Belfast administers the payment of salary and the employee's share of national insurance and superannuation contributions monthly and the expenditure is recovered by DoJ.

Hours of Work

SPD is a demand led service, which currently maintains a 365-day operating model. There will be a requirement to work outside normal office hours, including weekends and public holidays. Such work will be arranged on a rota basis between the consultant staff of the Department - flexible working arrangements may be negotiated.

Post-mortems carried out at weekends, out of hours, or on public holidays, will be paid for within the overall salary for the post in the form of Additional

Programmed Activities (APA), up to a maximum of 14, and are paid at Premium Time.

On-Call

There will be an on-call commitment outside normal hours including weekends and public holidays. This on-call commitment will be arranged on a rota basis between the consultant staff of the Department and will be remunerated in line with the Consultant Terms and Conditions of Service (Northern Ireland) 2004, as amended. Further detail and information can be found via this link.

Caseload

SPD carried out approximately 1,400 post-mortem examinations per annum. Work will be directed and distributed equally across the consultant pathologists.

Location

The post will be located at SPD; the conduct of post-mortems will take place within the Northern Ireland Regional Forensic Mortuary, which is located within the grounds of the Royal Hospitals, Grosvenor Road, Belfast.

This is a regional forensic pathology service. Consultant forensic pathologists may therefore be required to attend scenes of crime/suspicious deaths at the request of the Police Service of Northern Ireland (PSNI) across Northern Ireland.

The applicant should therefore have access to a form of suitable transport to permit them to meet the requirements of the post in full. Mileage and subsistence allowances will be paid according to the relevant guidance.

Terms and Conditions

All consultant forensic pathologists employed by the DOJ to work in the SPD are employed on the Consultant Terms and Conditions of Service (Northern Ireland) 2004[1], as amended, which is intended to provide parity, insofar as is practicable, with those enjoyed by consultants working in the National Health Service.
You are required to comply with such other DOJ Policies and Procedures as may from time to time be in force and are relevant to your employment in SPD. Examples of these are; travel and subsistence, dignity at work, etc.

[1] Available from https://www.health-ni.gov.uk/sites/default/files/publications/dhssps/consultants-terms-2013.pdf

Holidays

Annual leave and general public holidays are in accordance with Consultant Terms and Conditions of Service (Northern Ireland) 2004, as amended.

References

The Department may seek references prior to appointing successful candidates.

Probation

The appointment is subject to a probationary period of 12 months.

The successful candidate must participate in a continuing professional development programme, maintain registration with the General Medical Council, have a license to practice, and participate in an annual appraisal.

DNA Sample

The successful applicant will be required to provide, if requested by the PSNI, a DNA sample taken by buccal swab. The sample will only be used for elimination purposes and will not be retained on any database held by the police. Agreement to provide such a sample will be incorporated in the terms of appointment.

Medical

Prior to appointment, the successful candidate will be required to provide evidence of Hepatitis B immunisation.

Training

If not already completed, the successful candidate will be expected to undertake training in appearing as an expert witness (Criminal Justice Interface Training).

Conflict of Interest

It is a basic requirement of all DOJ employees that their private activities should not bring them into conflict with their official duties.

Conflict of Interest is not limited to the individual's own private, financial or other interests, as family, friends and associates may also have dealings which affect the Department's business directly or indirectly. Therefore, to avoid any conflict or potential conflict, and to demonstrate impartiality to the public at all times, an employee must not, without prior approval, engage in any activity which could be or perceived to be in conflict with official business.

Travel

It may be necessary to carry out some off-site work at other mortuaries in Northern Ireland, however only in exceptional circumstances. In addition, consultant forensic pathologists may be required to attend scenes of crime/suspicious deaths at the request of the Police Service of Northern Ireland (PSNI).

The applicant should therefore have access to a form of transport that will permit them to meet the requirements of the post in full. Mileage and subsistence allowances will be paid according to the NICS rates.

Security Clearance

For this post the level of vetting is Basic AccessNI check followed by a Counter Terrorist Check. HRConnect will provide your details to Experian who will undertake the AccessNI check.

Successful candidates will only receive an application to complete a Counter Terrorist Check when they have successfully completed their Basic AccessNI check.

Further Information

Applicants wishing to learn more about the post before deciding to apply may contact statepathologyrecruitment@justice-ni.gov.uk

If you have any questions about the competition process, you should contact HRConnect on 0800 1 300 330 or email: recruitment@hrconnect.nigov.net

ELIGIBILITY CRITERIA

Applicants must, by the closing date for applications:

1. (a) Be a medical practitioner fully registered or eligible for full registration on the Specialist Registrar for Histopathology (Forensic Pathology) with the General Medical Council in the United Kingdom and who possess the Fellowship of the Royal College of Pathologists (FRCPath) in Forensic Pathology, United Kingdom (or equivalent);

OR

1. (b) Have completed higher specialist training and be in possession of a Certificate of Completion of Training in Cellular Pathology (sub specialising in Forensic Pathology) (or equivalent) or will obtain such a certificate within 6 months of being successful at interview and offered the post;

AND

2. Have at least 3 years' experience, gained within the last 7 years, in forensic post-mortem practice.

Please note – It is vitally important that you read the GMC guidance. (www.gmc-uk.org/doctors) on registration requirements to practise medicine with the GMC in the UK. It is your responsibility to obtain GMC registration; any offer of employment is dependent on successful registration.

Applications will also be considered from applicants with relevant formal qualifications/professional membership considered by the selection panel to be of an equivalent or higher standard to those stated.

Relevant or **equivalent** qualifications: give the type of qualification and date awarded (the date awarded is the date on which you were notified of your result by the official awarding body). If you believe your qualification is equivalent to the one required, the onus is on you to provide the panel with details of modules studied etc. so that a well-informed decision can be made. **The panel cannot interpret equivalency; it must be clearly set out in your application. If clear, concise and sufficient detail is not provided the application will not be processed.**

You will be required to provide documentary evidence of your qualifications/professional membership at interview so please ensure you have these readily available.

Please note:

- **You should ensure that you provide evidence of your experience in your application form, giving length of experience, examples and dates as required.**
- **It is not sufficient to simply list your duties and responsibilities.**
- **The selection panel will not make assumptions from the title of the applicant's post or the nature of the organisation as to the skills and experience gained.**
- **If you do not provide sufficient detail, including the appropriate dates needed to meet the eligibility criteria, the selection panel will reject your application.**
- **The examples you provide should be concise and relevant to the criteria. This is very important as the examples which you provide may be explored at interview and you may need to be prepared to talk about these in detail if you are invited to interview. It is your unique role the panel are interested in, not that of your team or division.**
- **State clearly your personal involvement in any experience you quote. State "I" statements e.g. I planned meetings, I managed a budget, I prepared a presentation. It is how you actually carried out a piece of work that the panel will be interested in.**
- **ONLY the details provided by you in your application form (the employment history and eligibility criteria) will be provided to the selection panel for the purpose of determining your eligibility for the post. Please do not include your name in the employment history or eligibility criteria sections.**
- **No additional information or evidence provided in support of your experience will be considered at any time after the closing date for applications.**

ASSESSMENT PROCESS

Assessment for this competition will comprise a presentation and an interview.

PRESENTATION

As part of the interview candidates will be required to make a presentation relevant to the responsibilities of the post lasting no longer than 6 minutes. Candidates will be advised of the presentation topic when they report for interview and will be given a maximum of 30 minutes to prepare for their presentation. Candidates should therefore report for interview at least 45 minutes earlier than their scheduled interview appointment to allow time to prepare their presentation.

A flipchart and writing materials will be provided for candidates' use. No personal documentation may be brought into the pre-interview room. Candidates will be allowed to bring any flipchart sheets and some short speaking notes into the interview room for assistance during the presentation (but note that use of the flipchart is not mandatory). No other materials or visual aids will be permitted.

The presentation will be used to assess the Presenting and Communicating Information competence.

Marks available: 20 **Minimum Standard: 15**

COMPETENCE BASED INTERVIEW

The selection panel will design questions to test the applicant's knowledge and experience in each of the areas below and award marks accordingly.

No notes or personal documentation may be brought into the interview room.

1. Professional Skill and Experience

Performing post-mortems, advising on medical aspects of investigations, providing expert evidence/advice.

Marks available: 25 **Minimum standard: 15**

2. Interpersonal and Communication Skills

Developing and maintaining networks, maintaining and improving relationships with internal and external stakeholders/organisations

Marks available: 15 **Minimum standard: 10**

3. Teamwork and Leadership

Working as a member of a professional team, working with, supporting and mentoring post graduate trainees, enabling staff to perform to the best of their ability.

Marks available: 10

4. Planning and Organising work to achieve Departmental and personal objectives

Providing reports and opinions in line with Departmental targets/objectives, setting job plans and work schedules.

Marks available: 10

5. Service Delivery and Managing Resource

Applying professional knowledge/skills, acquiring and updating professional knowledge/skills.

Marks available: 10

6. Teaching and Research

Teaching students and other stakeholders (e.g. police, scenes of crime officers), participating in research, reviewing information from post-mortem examinations.

Marks available: 10

Total Marks Available: 100
Overall Pass Mark: 60

INTERVIEWS

It is intended that interviews for this post will take place in Belfast during week commencing 14th December 2026. Requests for interviews to take place via video link will only be considered in exceptional circumstances but are not guaranteed.

GUIDANCE FOR APPLICANTS

APPLICATION FORM

Please refer to the Candidate Information Booklet before making your application and retain a copy for your reference. The application form is designed to ensure that applicants provide the necessary information to determine how they meet the competition requirements and the eligibility/shortlisting criteria. **All** parts of the application form **must** be completed by the applicant before this application can be considered. Failure to do so may result in disqualification.

Please note:

- We will not accept CVs, letters, additional pages or any other supplementary material in place of or in addition to completed application forms, unless it is specifically requested in the application form and candidate information booklet.
- All applications must be submitted by the advertised closing date and time.
- Information in support of your application will not be accepted after the closing date for receipt of applications.
- HRConnect will not examine applications until after the closing deadline.
- Do not use acronyms, complex technical detail etc. State for the reader who may not know your employer, your branch or your job.
- Only the employment history, eligibility and shortlisting sections will be made available to the panel.
- When completing the online application, your information is saved as you move through the pages. You may leave the application at any time, providing you have clicked on the 'Save & Continue' button. Once your application has been submitted the option to edit will no longer be available.
- The session timeout for the online application is 40 minutes, if you do not save or change page within this time you will automatically be logged out and any unsaved work will be lost.
- You must click SUBMIT once you have finished your online application. You will receive an acknowledgement email. Please contact HRConnect if you do not receive an acknowledgment email within 24 hrs.

Help with making your application

You can get advice or assistance with making an application from your local Jobs and Benefits Office - contact details are available on NIDirect: https://www.nidirect.gov.uk/contacts/jobs-and-benefits-offices

You can also get advice or assistance from local disability employment organisations. To find out more about local disability employment organisations contact Northern Ireland Union of Supported Employment (NIUSE), an umbrella group for individuals and organisations promoting opportunities for people with disabilities to access and maintain employment, email info@niuse.org.uk, tel. 0044 (0)28 71 377709, text phone 0044 (0) 28 71 372077

Artificial Intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn. Please see our candidate guidance, via the link below for more information on appropriate and inappropriate use.

Artificial Intelligence & Recruitment Guidance

GUIDANCE FOR APPLICANTS

INTERVIEW PREPARATION

If this is your first experience of a competence-based interview, bear in mind that it does not require you to:

- Talk through previous jobs or appointments from start to finish;
- Provide generalised information as to your background and experience; or
- Provide information that is not specifically relevant to the competence the question is designed to test.

A competence-based interview does however require you to:

- Focus exclusively, in your responses, on your ability to fulfill the competences required for effective performance in the role; and
- Provide specific examples of your experience in relation to the required competence areas.

In preparation for the interview you may wish to think about having a clear structure for each of your examples, such as:

- Situation – briefly outline the situation;
- Task – what was your objective, what were you trying to achieve;
- Action – what did you actually do, what was your unique contribution;
- Result – what happened, what was the outcome, what did you learn.

The panel will ask you to provide specific examples from your past experience to demonstrate the range of behaviours associated with the competences being assessed. You should therefore come to the interview prepared to discuss in detail a range of examples which best illustrate your skills and abilities in each competence area. You may draw examples from any area of your work / life experiences.

For professional and technical posts, questions may be framed in the context of professional elements of the post.

GENERAL INFORMATION

The Merit Principle

The appointment to this post will be made under the 'merit principle', where the best person for any given post is selected in fair and open competition.

DoJ Privacy Notice

The Department of Justice is committed to protecting your privacy. We will process the personal data you provide to us for the purpose of this recruitment competition. For more information, please see our Privacy Notice here.

Offers of Employment

Candidates will only receive one offer of appointment which, if not accepted, will generally result in withdrawal from the competition.

Changes in personal circumstances and contact details

Please ensure HRConnect are informed immediately of any changes in personal circumstances. It is important that HRConnect have up to date contact details.

Transgender Requirements

Should you currently be going through a phase of transition in respect of gender and wish this to be taken into consideration, in confidence, to enable you to attend any part of the assessment process please contact HRConnect. Details of this will only be used for this purpose and do not form any part of the selection process.

Merit List

The selection panel will assess candidates against the interview criteria. Those candidates who meet the required standard(s) and pass mark will be deemed suitable for appointment. The selection panel will then list those suitable for appointment in order of merit with the highest scoring applicant ranked first. HRConnect will allocate a candidate (or candidates) to a vacancy (or vacancies) in the order listed. The order of merit is valid for six months

Disability

If you have indicated on your application that you have a disability and are successful in the selection process and are being considered for appointment, you may be required to outline any adjustments you consider necessary in order for you to take up an appointment. If you wish to discuss your disability requirements further, please contact statepathologyrecruitment@justice-ni.gov.uk

Documentation

All candidates invited to attend for assessment are required to bring sufficient documentation to satisfy the Nationality and Security requirements of the job. Further details regarding acceptable documentation will be issued with an invitation to attend for interview.

You will be required to bring documentary evidence of your qualifications / professional membership to the assessment. You should ensure that the required documents are readily available.

Vetting Procedures

For the Consultant Forensic Pathologist post in the State Pathologist's Department the level of vetting is a Basic AccessNI check and a Counter Terrorist Check.

1. Baseline Personnel Security Standard

For this check you will be required to provide the following:

a) Your passport *OR*
b) A document verifying your permanent National Insurance number (e.g. P45, P60 or National Insurance card) *AND* your birth certificate which includes the names of your parents (long version).
c) A specimen signature at any assessment event and have this validated against passport, driving licence, application form etc.

Further information regarding the Baseline Personnel Security Standard, including other acceptable documents is available via www.gov.uk.

We will organise a Criminal Record Check on all applicants to be carried out by AccessNI through Experian. HRConnect will provide your details to Experian who will undertake this check. The category of AccessNI check required for this post is:

Basic Disclosure Certificate

You should not put off applying for a post because you have a conviction. We deal with all criminal record information in a confidential manner, and information relating to convictions is destroyed after a decision is made. Further information regarding policy on the recruitment of ex-offenders and the vetting process is available at www.nicsrecruitment.org.uk in Recruitment Policy and Procedures manual.

Security Policy for AccessNI Disclosure Information is available at www.nicsrecruitment.org.uk under Useful Information.

The AccessNI code of practice can be accessed via www.nidirect.gov.uk/accessni

You should not put off applying for a post because you have a conviction. We deal with all criminal record information in a confidential manner, and information relating to convictions is destroyed after a decision is made. Further information regarding policy on the recruitment of ex-offenders and the vetting process is available at www.nicsrecruitment.org.uk in Recruitment Policy and Procedures manual.

Those applicants who are being considered for appointment will be contacted by HRConnect, normally after interview/test, and will be asked to complete the application form. Please note that a request to complete this form should not be seen as a guarantee of an offer of appointment.

Failure to complete the application form and return it within the specified time will be regarded as 'no longer interested in the position' and your application will be withdrawn.

Criminal Record information is subject to the provisions of the Rehabilitation of Offenders (NI) Order 1978.

2. Counter Terrorist Check (CTC): as point 1 plus check of Security Service records.

Successful candidates will only receive an application to complete a Counter Terrorist Check when they have successfully completed their Basic AccessNI check.

Equal Opportunity Monitoring Form

Please note the Equal Opportunities monitoring section of the application form is mandatory in order to submit an application.

The Department of Justice mirrors the Northern Ireland Civil Service Equal Opportunities Policy.

For guidance on completing the Monitoring Form and to read the NICS Equal Opportunities Policy Statement please refer to the DoF website www.finance-ni.gov.uk.

All applications for employment are considered strictly on the basis of merit

Feedback

The Department of Justice is committed to ensuring that the processes used to recruit and select staff are fair and in accordance with the principles of the Civil Service Commissioners Code. We are consequently committed to providing feedback in respect of decisions taken in determining eligibility/shortlisting as well as at interview. Feedback in respect of eligibility/shortlisting will be

communicated automatically to those candidates who fail to satisfy any criteria. All requests for feedback are welcome.

THIS INFORMATION PACK DOES NOT FORM PART OF CONDITIONS OF EMPLOYMENT

ANNEX A

Estimated Breakdown of SPD Consultant Forensic Pathologist Salary based on 2025/2026 pay scales

Pay Threshold	**1**	**2**	**3**	**4**	**Final**
Period spent on each threshold	3 Years	1 Year	4 Years	6 Years	6 Years
Basic salary – Consultant appointed on or after **15 January 2004 (Pay Code M400)**	£110,681	£116,193	£119,501	£131,076	£145,517
4 Additional Programmed Activity's	£44,272	£46,477	£47,800	£52,430	£58,207
On Call Allowance	£8,854	£9,295	£9,560	£10,486	£11,641
Recruitment Allowance (years 1 & 2 only)	£33,204	£34,858	£35,850	£39,323	£43,655
Gross Salary	**£197,011**	**£206,823**	**£212,711**	**£233,315**	**£259,020**

Basic salary is based on 10 Programmed Activities (PAs).
On call Allowance is 8% of basic salary.