

Isle of Man Department of Health and Social Security  
 Assoc. Spec & Staff Grade  
 Medical & Dental (Hospital)

Pay freeze 14-15 & 15-16  
 Doctor's on max of scales were given a one off 1 % lump sum Apr 14

| Consultant | Point    | 1% excluding consultants |        |        |        |        |        |        |        | 3.00% |
|------------|----------|--------------------------|--------|--------|--------|--------|--------|--------|--------|-------|
|            |          | Apr-10                   | Apr-13 | Apr-16 | Apr-17 | Apr-18 | Apr-19 | Apr-20 | Apr-21 |       |
| 1          | £74,504  | 75,249                   | 76001  | 76761  | 79064  | 81041  | 83270  | 85768  | 85768  |       |
| 2          | £76,837  | 77,605                   | 78381  | 79165  | 81540  | 83579  | 85877  | 88453  | 88453  |       |
| 3          | £79,170  | 79,962                   | 80761  | 81569  | 84016  | 86116  | 88484  | 91139  | 91139  |       |
| 4          | £81,502  | 82,317                   | 83141  | 83972  | 86491  | 88653  | 91091  | 93824  | 93824  |       |
| 5          | £83,829  | 84,667                   | 85514  | 86369  | 88960  | 91184  | 93692  | 96503  | 96503  |       |
| 6          | £87,032  | 87,902                   | 88781  | 89669  | 92359  | 94668  | 97271  | 100189 | 100189 |       |
| 7          | £90,236  | 91,138                   | 92050  | 92971  | 95760  | 98154  | 100853 | 103879 | 103879 |       |
| 8          | £93,439  | 94,373                   | 95317  | 96270  | 99158  | 101637 | 104432 | 107565 | 107565 |       |
| 9          | £96,642  | 97,608                   | 98585  | 99571  | 102558 | 105122 | 108013 | 111253 | 111253 |       |
| 10         | £105,386 | 106,440                  | 107504 | 108579 | 111836 | 114632 | 117784 | 121318 | 121318 |       |
| 11         | £105,386 | 106,440                  | 107504 | 108579 | 111836 | 114632 | 117784 | 121318 | 121318 |       |
| 12         | £108,590 | 109,676                  | 110773 | 111881 | 115237 | 118118 | 121366 | 125007 | 125007 |       |
| 13         | £108,590 | 109,676                  | 110773 | 111881 | 115237 | 118118 | 121366 | 125007 | 125007 |       |
| 14         | £111,793 | 112,911                  | 114040 | 115180 | 118635 | 121601 | 124945 | 128693 | 128693 |       |
| 15         | £117,334 | 118,507                  | 119692 | 120889 | 124516 | 127629 | 131139 | 135073 | 135073 |       |
| 16         | £120,537 | 121,742                  | 122960 | 124190 | 127916 | 131114 | 134720 | 138762 | 138762 |       |
| 17         | £120,537 | 121,742                  | 122960 | 124190 | 127916 | 131114 | 134720 | 138762 | 138762 |       |
| 18         | £123,741 | 124,978                  | 126228 | 127490 | 131315 | 134598 | 138299 | 142448 | 142448 |       |
| 19         | £123,741 | 124,978                  | 126228 | 127490 | 131315 | 134598 | 138299 | 142448 | 142448 |       |
| 20         | £129,276 | 130,569                  | 131874 | 133193 | 137189 | 140619 | 144486 | 148821 | 148821 |       |

| Associate Specialist (2008) new | Min=0   | Apr-10 | Apr-13 | Apr-16 | Apr-17 | Apr-18 | Apr-19 | Apr-20 | Apr-21 |
|---------------------------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1                               | £51,606 | 52,122 | 52643  | 53169  | 54764  | 56133  | 57677  | 59407  | 59407  |
| 2                               | £55,754 | 56,312 | 56875  | 57444  | 59167  | 60646  | 62314  | 64183  | 64183  |
| 3                               | £59,901 | 60,500 | 61105  | 61716  | 63567  | 65156  | 66948  | 68956  | 68956  |
| 4                               | £65,378 | 66,032 | 66693  | 67359  | 69380  | 71115  | 73071  | 75263  | 75263  |
| 5                               | £70,126 | 70,827 | 71535  | 72251  | 74419  | 76279  | 78377  | 80728  | 80728  |
| 6                               | £72,095 | 72,816 | 73544  | 74280  | 76508  | 78421  | 80578  | 82995  | 82995  |
| 7                               | £74,665 | 75,412 | 76166  | 76928  | 79236  | 81217  | 83450  | 85954  | 85954  |
| 8                               | £77,235 | 78,008 | 78788  | 79576  | 81963  | 84012  | 86322  | 88912  | 88912  |
| 9                               | £79,805 | 80,603 | 81409  | 82224  | 84691  | 86808  | 89195  | 91871  | 91871  |
| 10                              | £82,375 | 83,199 | 84031  | 84871  | 87417  | 89602  | 92066  | 94828  | 94828  |
| 11                              | £84,948 | 85,797 | 86655  | 87521  | 90147  | 92401  | 94942  | 97790  | 97790  |

| Specialty Doctor | Min =0  | Apr-10 | Apr-13 | Apr-16 | Apr-17 | Apr-18 | Apr-19 | Apr-20 | Apr-21 |
|------------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1                | £36,807 | 37,175 | 37547  | 37923  | 39061  | 40038  | 41139  | 42373  | 42373  |
| 2                | £39,955 | 40,355 | 40758  | 41165  | 42400  | 43460  | 44655  | 45995  | 45995  |
| 3                | £44,046 | 44,486 | 44931  | 45381  | 46742  | 47911  | 49229  | 50706  | 50706  |
| 4                | £46,239 | 46,701 | 47168  | 47640  | 49069  | 50296  | 51679  | 53229  | 53229  |
| 5                | £49,398 | 49,892 | 50391  | 50895  | 52422  | 53733  | 55211  | 56867  | 56867  |
| 6                | £52,546 | 53,071 | 53602  | 54138  | 55762  | 57156  | 58728  | 60490  | 60490  |
| 7                | £55,764 | 56,322 | 56884  | 57453  | 59177  | 60656  | 62324  | 64194  | 64194  |
| 8                | £58,983 | 59,573 | 60168  | 60770  | 62593  | 64158  | 65922  | 67900  | 67900  |
| 9                | £62,201 | 62,823 | 63452  | 64086  | 66009  | 67659  | 69520  | 71606  | 71606  |
| 10               | £65,419 | 66,073 | 66734  | 67402  | 69424  | 71160  | 73117  | 75311  | 75311  |
| 11               | £68,638 | 69,324 | 70018  | 70718  | 72840  | 74661  | 76714  | 79015  | 79015  |

HO,SHO, Reg & Sen Reg  
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| Foundation Year 2<br>previously Foundation House Officer 2 | 1% excluding Consultants | 1% 1% 3% 2.50% 2.75% 3.00% |        |        |        |        |        |        |        |
|--|--------------------------|----------------------------|--------|--------|--------|--------|--------|--------|--------|
|  |                          | Apr-10                     | Apr-13 | Apr-16 | Apr-17 | Apr-18 | Apr-19 | Apr-20 | Apr-21 |
| 1  | 27798                    | 28076                      | 28357  | 28641  | 29500  | 30238  | 31070  | 32002  | 32002  |
| 2  | 29615                    | 29912                      | 30211  | 30513  | 31428  | 32214  | 33100  | 34093  | 34093  |
| 3  | 31434                    | 31748                      | 32066  | 32387  | 33359  | 34193  | 35133  | 36187  | 36187  |
| 1  | 22412                    | 22636                      | 22862  | 23091  | 23784  | 24379  | 25049  | 25800  | 25800  |
| 2  | 23811                    | 24049                      | 24289  | 24532  | 25268  | 25900  | 26612  | 27410  | 27410  |
| 3  | 25209                    | 25461                      | 25716  | 25973  | 26752  | 27421  | 28175  | 29020  | 29020  |
| 1  | 29705                    | 30002                      | 30302  | 30605  | 31523  | 32311  | 33200  | 34196  | 34196  |
| 2  | 31523                    | 31838                      | 32156  | 32478  | 33452  | 34288  | 35231  | 36288  | 36288  |
| 3  | 34061                    | 34402                      | 34746  | 35093  | 36146  | 37050  | 38069  | 39211  | 39211  |
| 4  | 35596                    | 35952                      | 36312  | 36675  | 37775  | 38719  | 39784  | 40978  | 40978  |
| 5  | 37448                    | 37822                      | 38200  | 38582  | 39739  | 40732  | 41852  | 43108  | 43108  |
| 6  | 39300                    | 39693                      | 40090  | 40491  | 41706  | 42749  | 43925  | 45243  | 45243  |
| 7  | 41152                    | 41564                      | 41979  | 42399  | 43671  | 44763  | 45994  | 47374  | 47374  |
| 8  | 43003                    | 43434                      | 43868  | 44307  | 45636  | 46777  | 48063  | 49505  | 49505  |
| 9  | 44856                    | 45304                      | 45757  | 46215  | 47601  | 48791  | 50133  | 51637  | 51637  |
| 10   | 46708                    | 47175                      | 47647  | 48123  | 49567  | 50806  | 52203  | 53769  | 53769  |

| Salaried GP<br>Same as points 1-6 on consultant pay scale | Aligned to Consultant Scale |        |        |        |        |        |        |  |
|---|-----------------------------|--------|--------|--------|--------|--------|--------|--|
|   | 1% 1% 3% 2.5% 2.75% 3.00%   | Apr-16 | Apr-17 | Apr-18 | Apr-19 | Apr-20 | Apr-21 |  |
| 1   | 76001                       | 76761  | 79064  | 81041  | 83270  | 85768  | 85768  |  |
| 2   | 78381                       | 79165  | 81540  | 83579  | 85877  | 88453  | 88453  |  |
| 3   | 80761                       | 81569  | 84016  | 86116  | 88484  | 91139  | 91139  |  |
| 4   | 83141                       | 83972  | 86491  | 88653  | 91091  | 93824  | 93824  |  |
| 5   | 85514                       | 86369  | 88960  | 91184  | 93692  | 96503  | 96503  |  |
| 6   | 88781                       | 89669  | 92359  | 94668  | 97271  | 100189 | 100189 |  |

| GP Lead<br>Same as points 7-12 on consultant pay scale | 1% 1% 3% 2.5% 2.75% 3.00% |        |        |        |        |        |        |  |
|--|---------------------------|--------|--------|--------|--------|--------|--------|--|
|  | Apr-16                    | Apr-17 | Apr-18 | Apr-19 | Apr-20 | Apr-21 |        |  |
| 1  | 85514                     | 86369  | 88960  | 91184  | 93692  | 96503  | 96503  |  |
| 2  | 88781                     | 89669  | 92359  | 94668  | 97271  | 100189 | 100189 |  |
| 3  | 92050                     | 92971  | 95760  | 98154  | 100853 | 103879 | 103879 |  |
| 4  | 95317                     | 96270  | 99158  | 101637 | 104432 | 107565 | 107565 |  |
| 5  | 98585                     | 99571  | 102558 | 105122 | 108013 | 111253 | 111253 |  |
| 6  | 107504                    | 108579 | 111836 | 114632 | 117784 | 121318 | 121318 |  |
| 7  | 107504                    | 108579 | 111836 | 114632 | 117784 | 121318 | 121318 |  |