

14th October 2022

BY EMAIL

Our Ref: FOI 1788

Dear 

Your request for information was received on 16th August 2022 and was dealt with under the terms of the Freedom of Information Act 2000. Please be advised that the Business Services Organisation (BSO) has now completed its search for the information you requested with regards to the introduction of the new terms and conditions for consultant contracts

Please accept my sincere apologies for the delay in procuring this information on your behalf.

Please find the information requested below:

Firstly, I should advise you that the Public Health Agency was not formed until 1 April 2009, following the Review of Public Administration of Health Organisations in Northern Ireland. This review brought together the Public Health Departments from the following organisations:

- Eastern Health and Social Services Board
- Northern Health and Social Services Board
- Southern Health and Social Services Board
- Western Health and Social Services Board

Therefore, any reference to Consultants prior to this would be under the employment of one of the above organisations:

In early 2004, new terms and conditions for consultant contracts were introduced nationally and included various schedule, including schedules 13 and 14 which related to pay scales. These new terms and conditions



provided that schedule 14 applied to those appointed on 15 January 2004 and after that date.

The schedule 13 pay scales replicated/were identical to the pay scales that were in place for consultants prior to and at the time of the introduction of the new terms and conditions for consultant contracts.

The below freedom of information requests relate to the introduction of the new terms and conditions for consultant contracts.

For the purpose of this freedom of information request, we adopt the following definitions:

“Consultants” – any doctor, hospital consultant or other individuals paid in accordance with the Old or New Contract which were under the control/employment of the Public Health Agency.

“Old Contract” – the consultant terms and conditions introduced in 2003, and in place prior to 15 January 2004

“New Contract” – the new consultant terms and conditions introduced in January 2004, which contained (amongst others) schedules 13 and 14 pay scales

“Schedule 13 pay scale” the pay scale at schedule 13 of the New Contract (containing M401 – M421, M430)

“Schedule 14 pay scale” the pay scale at schedule 14 of the New Contract (containing M400).

For the calendar year 2004 - 2005

1 – How many Consultants transferred from the Old Contract to the New Contract.

Twenty-four (24) consultants transferred to the new contract and one (1) did not because this consultant had left prior to the time of processing.

2 – Of those Consultants that transferred to the New Contract, please identify the date on which they transferred and confirm:

a) how many were transferred to Schedule 13 (M401 -M421, M430);

24

b) how many were transferred to Schedule 14 (M400)

0

Unfortunately, we do not have the exact date of transfer, however, at the time of introduction consultants could opt to transfer to the new contract between April 2003 and April 2004 but with the option to request transfer at a later date.

3 – Of the Consultants who transferred to Schedule 14 (M400) of the New Contract, how was their experience recognised in order to be placed on the scales (please provide an explanation and relevant documents evidencing the approach taken)?

Not applicable as there were no consultants who transferred to Schedule 14.

4 - Of the Consultants who transferred in 2004/05 to Schedule 14 (M400) pay scale of the New Contract, please confirm how many were transferred to each of the following M400, points:

- a) Point 0
- b) Point 1
- c) Point 2
- d) Point 3
- e) Point 4
- f) Point 5
- g) Point 6
- h) Point 7
- i) Point 8
- j) Point 9
- k) Point 10
- l) Point 11
- m) Point 12
- n) Point 13
- o) Point 14
- p) Point 15
- q) Point 16
- r) Point 17
- s) Point 18
- t) Point 19

There were zero consultants who transferred to the any of the above M400 points.

For the calendar years 2014 - 2019

5 - How many Consultants during the period 2014-2019 transferred from the “Old Contract” to the “New Contract”?

There were zero consultants who transferred from the old contract to the new contract during this time.

6 - Of those Consultants that transferred to the New Contract during this period, please confirm:

- a) how many were transferred to Schedule 13 (M401 – M421, M430); and
- b) how many were transferred to Schedule 14 (M400).

We can advise that the response to both 6(a) and 6(b) is zero.

7 - Of the Consultants who transferred to Schedule 14 (M400) of the New Contract during this period, how was their experience recognised in order to be placed on the scales (please provide an explanation and relevant documents evidencing the approach taken)?

This question is not applicable due to the responses to questions 6(a) and 6(b).

8 - Of the Consultants who transferred in the period 2014 - 2019 to Schedule 14 (M400) pay scale of the New Contract, please confirm how many were transferred to each of the following M400, points:

- a) Point 0
- b) Point 1
- c) Point 2
- d) Point 3
- e) Point 4
- f) Point 5
- g) Point 6
- h) Point 7
- i) Point 8
- j) Point 9
- k) Point 10
- l) Point 11
- m) Point 12
- n) Point 13
- o) Point 14
- p) Point 15
- q) Point 16
- r) Point 17
- s) Point 18
- t) Point 19

In relation to the above question, we can advise that there were zero consultants who transferred from the Old Contract to the New Contract.

9 – How many individuals were newly employed (be that as a new employee or a change in role) as Consultants during the period 2014 – 2019.

19

10 – Of the individuals who were newly employed as Consultants (be that as a new employee or a change in role); please confirm:

a) How many were remunerated according to/placed on the pay scale at Schedule 13 (M401 – M421, M430)

6

b) How many were remunerated according to/placed on the pay scale at Schedule 14 (M400)

13

I hope that the information provided assists you. If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this

letter, as the BSO, along with all other public authorities are not obliged to accept internal review requests after this period has lapsed.

In the event that you require a review to be undertaken, you can do so by writing or emailing to:

Information Governance Manager,
2 Franklin Street,
Belfast,
BT2 8DQ

foi.bso@hscni.net

If, following an internal review, carried out by an independent decision-making panel, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the BSO has complied with the terms of the Freedom of Information Act.

You can contact Information Commissioner at:

Website: www.ico.org.uk
Phone: 0303 123 1113
Email: casework@ico.org.uk
Post: Information Commissioner's Office
3rd Floor, 14 Cromac Place
Belfast
BT7 2JB

In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out. However, the Commissioner has the option to investigate the matter at his discretion.

Yours Sincerely,



Karen Bailey
Chief Executive