

## Clinical academic pay scales (Scotland) from 1 April 2023

### 1. Summary of changes

The pay scales for medical and dental consultants have been uplifted by 6.0% to basic pay. The pay scales for doctors and dentists in training have been uplifted by 12.4% to basic pay.

The values of distinction awards and discretionary points for consultants are unchanged from last year.

### 2. Transitional pay arrangements

The transition period for staff holding honorary consultant contracts who transferred to the 2004 consultant contract under the provisions of paragraphs 14.2.3, 14.2.4, 14.2.6 of the terms and conditions of service for consultant grade staff in Scotland has ended. Table 8 has not therefore been updated.

### 3. Non-consolidated awards

No non-consolidated awards apply.

### 4. Clinical academics below the level of consultant (pre 2009 scale) and Senior Lecturer / Reader Scale

	01.04.22	01.04.23
Clinical Lecturer†		
1	38,051	42,770
2	39,936	44,889
3	41,821	47,007
4	43,706	49,126
5	45,978	51,680
6	48,251	54,235
7	50,527	56,793
8	52,800	59,348
9	55,073	61,903
§10	60,983	68,545
§11	65,884	74,054
§*12	70,785	79,563
Senior Lecturer/ Reader		
§	60,983	68,545
§	65,884	74,054
§	70,785	79,563
§	75,691	85,077
§	81,945	92,107
§	86,266	96,963

† This salary scale applies to clinical lecturers only. If HEIs wish to apply the scale to other clinical staff than clinical lecturers that is a matter for local determination

§ These points are HE specific pay scales that have no NHS equivalent. A 12.4% increase has been applied in line with the latest NHS Scotland Pay Circular.

\* This point was introduced on 1 April 2002 and relates only to dentists paid on clinical academic pay scales.

#### 5. Clinical academics below the level of consultant (post 2009 scale) and Senior Lecturer / Reader Scale

	01.04.22	01.04.23
Clinical Lecturer†		
1	38,704	43,504
2	41,821	47,007
3	43,706	49,126
4	45,978	51,680
5	48,251	54,235
6	50,527	56,793
7	52,800	59,348
8	55,073	61,903
9	57,349	64,461
§10	63,359	71,216
§11	68,453	76,942
§*12	73,544	82,664
Senior Lecturer/ Reader		
§	60,983	68,545
§	65,884	74,054
§	70,785	79,563
§	75,691	85,077
§	81,945	92,107
§	86,266	96,963

† This salary scale applies to clinical lecturers only. If HEIs wish to apply the scale to other clinical staff than clinical lecturers that is a matter for local determination

§ These points are HE specific pay scales that have no NHS equivalent. A 12.4% increase has been applied in line with the latest NHS Scotland Pay Circular.

\* This point was introduced on 1 April 2002 and relates only to dentists paid on clinical academic pay scales.

**6. Staff holding honorary consultant contract (pre-2004 contract)**

Incremental Points	<b>01.04.22</b>	<b>01.04.23</b>
Minimum	75,948	80,505
1 <sup>st</sup>	81,384	86,268
2 <sup>nd</sup>	86,818	92,028
3 <sup>rd</sup>	92,254	97,790
4 <sup>th</sup>	97,398	103,242

**7. New consultant contract: basic salary for staff holding honorary consultant contracts whose first appointment to a post on the consultant grade was on or after 1 April 2004 / pay arrangements for new honorary consultants**

Seniority Point	Pay Point	Salary	Salary
		<b>1.4.22</b>	<b>1.4.23</b>
1	1	91,474	96,963
2	2	93,406	99,011
3	3	96,185	101,957
4	4	98,967	104,906
5	5	101,741	107,846
6	5	101,741	107,846
7	5	101,741	107,846
8	5	101,741	107,846
9	5	101,741	107,846
10	6	108,345	114,846
11	6	108,345	114,846
12	6	108,345	114,846
13	6	108,345	114,846
14	6	108,345	114,846
15	7	114,949	121,846
16	7	114,949	121,846
17	7	114,949	121,846
18	7	114,949	121,846
19	7	114,949	121,846
20	8	121,548	128,841

8. Transitional pay arrangements based on 2022-2023 rates for staff holding honorary consultant contracts who transferred to the 2004 consultant contract under the provisions of paragraphs 14.2.3, 14.2.4, 14.2.6 of the terms and conditions of service for consultant grade staff in Scotland.

Seniority (years) as at 1 April 2003	Current Salaries / Interval (years)	Basic Salary (2022)
1	From 1 April 2022*	121,548

\*(or anniversary of appointment if appointed after 1 April 2003)

The transition period has ended.

9. Transitional pay arrangements for staff holding honorary consultant contracts who transferred to the 2004 consultant contract before 1 April 2008 under the provisions of paragraphs 14.2.7 to 14.2.9 of the terms and conditions of service for consultant grade staff in Scotland.

**(a) Salary upon transfer based on 2023-24 rates**

Spine Point	Seniority (years)	2022/23 rates	2023/24 rates
0	1	91,474	96,963
1	2	92,190	97,722
2	3	92,904	98,479
3	4	92,904	98,479
4 (<1 year @ max)	5	98,967	104,906
4 (+1 year @ max)	6	100,356	106,378
4 (+ 2-24 years @ max)	7-29	101,741	107,846
4 (>25 years @ max)	30+	108,345	114, 846

**(b) Subsequent pay progression based on 2023-24 rates**

Seniority (years)	Interval (years)	2022/23 Basic Salary	2023/24 Basic Salary
30+	1	114,949	121,846
	1	121,548	128,841
21 – 29	1	108,345	114,846
	1	114,949	121,846
	1	121,548	128,841
20	1	108,345	114,846
	2	114,949	121,846
	1	121,548	128,841
19	1	108,345	114,846
	2	114,949	121,846
	2	121,548	128,841

18	2	108,345	114,846
	1	114,949	121,846
	2	121,548	128,841
17	2	108,345	114,846
	2	114,949	121,846
	2	121,548	128,841
16	3	108,345	114,846
	1	114,949	121,846
	3	121,548	128,841
15	3	108,345	114,846
	1	114,949	121,846
	4	121,548	128,841
14	3	108,345	114,846
	2	114,949	121,846
	4	121,548	128,841
13	3	108,345	114,846
	2	114,949	121,846
	5	121,548	128,841
Seniority (years)	Interval (years)	<b>2022/23 Basic Salary</b>	<b>2022/23 Basic Salary</b>
12	3	108,345	114,846
	3	114,949	121,846
	5	121,548	128,841
11	4	108,345	114,846
	3	114,949	121,846
	5	121,548	128,841
10	4	108,345	114,846
	4	114,949	121,846
	5	121,548	128,841
9	4	108,345	114,846
	5	114,949	121,846
	5	121,548	128,841
7 to 8	5	108,345	114,846
	5	114,949	121,846
	5	121,548	128,841
6	1	101,741	107,846
	4	108,345	114,846
	5	114,949	121,846
	5	121,548	128,841
5	1*	100,356	106,378
	1	101,741	107,846
	4	108,345	114,846
	5	114,949	121,846
	5	121,548	128,841
4	1	96,185	101,957
	1	98,967	104,906
	1	101,741	107,846
	3	108,345	114,846
	5	114,949	121,846
	5	121,548	128,841
3	1*	94,795	100,483
	1	98,967	104,906

	1	101,741	107,846
	4	108,345	114,846
	5	114,949	121,846
	5	121,548	128,841
2	1	93,406	99,011
	1	98,967	104,906
	1	101,741	107,846
	5	108,345	114,846
	5	114,949	121,846
	5	121,548	128,841
1	1*	92,904	98,479
	1	96,185	101,957
	1	98,967	104,906
	1	101,741	107,846
	5	108,345	114,846
	5	114,949	121,846
	5	121,548	128,841

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

#### 10. Consultants – additional/discretionary points

There has been no increase in the value of discretionary points in this pay round.

	01.04.22	01.04.23
1	3,204	3,204
2	6,408	6,408
3	9,612	9,612
4	12,816	12,816
5	16,020	16,020
6	19,224	19,224
7	22,428	22,428
8	25,632	25,632

#### 11. Consultants – distinction awards

There has been no increase in the value of distinction awards in this pay round.

	01.04.22	01.04.23
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959