

## Clinical academic pay scales (Scotland) from 1 April 2018

### 1. Summary of changes

The value of distinction awards and discretionary awards is unchanged from last year. All other pay scales have been uplifted by 3% up to £80,000 and pay points at £80,000 or above have been increased by £1,600.

### 2. Non-consolidated awards

No non-consolidated awards apply.

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

	01.04.17	01.04.18
Clinical Lecturer <sup>†</sup>		
1	32,572	33,550
2	34,186	35,211
3	35,799	36,873
4	37,412	38,534
5	39,358	40,538
6	41,305	42,544
7	43,251	44,549
8	45,197	46,553
9	47,144	48,558
§10	52,204	53,770
§11	56,400	58,092
§*12	60,595	62,413
Senior Lecturer/ Reader		
§	52,204	53,770
§	56,400	58,092
§	60,595	62,413
§	64,795	66,739
§	70,148	72,252
§	73,847	76,062

<sup>†</sup> 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 3% 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.

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

	01.04.17	01.04.18
Clinical Lecturer†		
1	33,131	34,125
2	35,799	36,873
3	37,412	38,534
4	39,358	40,538
5	41,305	42,544
6	43,251	44,549
7	45,197	46,553
8	47,144	48,558
9	49,091	50,563
§10	54,238	55,865
§11	58,598	60,356
§*12	62,956	64,845
Senior Lecturer/ Reader		
§	52,204	53,770
§	56,400	58,092
§	60,595	62,413
§	64,795	66,739
§	70,148	72,252
§	73,847	76,062

† 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 3% 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. Staff holding honorary consultant contract (pre-2004 contract)**

Incremental Points	01.04.17	01.04.18
Minimum	65,014	66,964
1 <sup>st</sup>	69,666	71,756
2 <sup>nd</sup>	74,319	76,549
3 <sup>rd</sup>	78,971	81,340
4 <sup>th</sup>	84,276	85,876

**6. 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
		1.4.17	1.4.18
1	1	78,304	80,653
2	2	80,756	82,356
3	3	83,208	84,808
4	4	85,660	87,260
5	5	88,105	89,705
6	5	88,105	89,705
7	5	88,105	89,705
8	5	88,105	89,705
9	5	88,105	89,705
10	6	93,928	95,528
11	6	93,928	95,528
12	6	93,928	95,528
13	6	93,928	95,528
14	6	93,928	95,528
15	7	99,752	101,352
16	7	99,752	101,352
17	7	99,752	101,352
18	7	99,752	101,352
19	7	99,752	101,352
20	8	105,570	107,170

**7. Transitional pay arrangements based on 2018-2019 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 (2017)	Basic Salary (2018)
6+	From 1 April 2018	99,752	107,170
		105,570	
4, 5	From 1 April 2018	99,752	101,352
	1	105,570	107,170
3	From 1 April 2018	99,752	101,352
	2	105,570	107,170
2	From 1 April 2018	99,752	101,352
	3	105,570	107,170
1	From 1 April 2018	99,752	101,352
	4	105,570	107,170

8. 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 2018-19 rates**

Spine Point	Seniority (years)	2017/18 rates	2018/19 rates
0	1	78,304	80,653
1	2	78,916	81,284
2	3	79,528	81,914
3	4	80,145	81,914*
4 (<1 year @ max)	5	85,660	87,260
4 (+1 year @ max)	6	86,883	88,483
4 (+ 2-24 years @ max)	7-29	88,105	89,705
4 (>25 years @ max)	30+	93,928	95,528

**(b) Subsequent pay progression based on 2018-19 rates**

Seniority (years)	Interval (years)	2017/18 Basic Salary	2018/19 Basic Salary
30+	1	99,752	101,352
	1	105,570	107,170
21 – 29	1	93,928	95,528
	1	99,752	101,352
	1	105,570	107,170
20	1	93,928	95,528
	2	99,752	101,352
	1	105,570	107,170
19	1	93,928	95,528
	2	99,752	101,352
	2	105,570	107,170
18	2	93,928	95,528
	1	99,752	101,352
	2	105,570	107,170
17	2	93,928	95,528
	2	99,752	101,352
	2	105,570	107,170
16	3	93,928	95,528
	1	99,752	101,352
	3	105,570	107,170
15	3	93,928	95,528
	1	99,752	101,352
	4	105,570	107,170
14	3	93,928	95,528
	2	99,752	101,352
	4	105,570	107,170
13	3	93,928	95,528
	2	99,752	101,352
	5	105,570	107,170

Seniority (years)	Interval (years)	2017/18 Basic Salary	2018/19 Basic Salary
12	3	93,928	95,528
	3	99,752	101,352
	5	105,570	107,170
11	4	93,928	95,528
	3	99,752	101,352
	5	105,570	107,170
10	4	93,928	95,528
	4	99,752	101,352
	5	105,570	107,170
9	4	93,928	95,528
	5	99,752	101,352
	5	105,570	107,170
7 to 8	5	93,928	95,528
	5	99,752	101,352
	5	105,570	107,170
6	1	88,105	89,705
	4	93,928	95,528
	5	99,752	101,352
	5	105,570	107,170
5	1	‡86,883	‡88,483
	1	88,105	89,705
	4	93,928	95,528
	5	99,752	101,352
	5	105,570	107,170
4	1	83,208	84,808
	1	85,660	87,260
	1	88,105	89,705
	3	93,928	95,528
	5	99,752	101,352
	5	105,570	107,170
3	1	‡81,980	‡83,580
	1	85,660	87,260
	1	88,105	89,705
	4	93,928	95,528
	5	99,752	101,352
	5	105,570	107,170
2	1	80,756	82,356
	1	85,660	87,260
	1	88,105	89,705
	5	93,928	95,528
	5	99,752	101,352
	5	105,570	107,170
1	1	‡79,528	‡81,914*
	1	83,208	84,808
	1	85,660	87,260
	1	88,105	89,705
	5	93,928	95,528
	5	99,752	101,352
	5	105,570	107,170

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

\*in order to prevent a decrease in salary at the £80,000 threshold, the salary at Seniority 4 years has, exceptionally, been uplifted by more than £1,600 to ensure that the integrity of the pay scale is maintained.

### **9. Consultants – additional/discretionary points**

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

	<b>01.04.17</b>	<b>01.04.18</b>
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

### **10. Consultants – distinction awards**

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

	<b>01.04.17</b>	<b>01.04.18</b>
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959