

Clinical academic pay scales (Scotland) from 1 April 2017

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 1%.

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

	01.04.16	01.04.17
Clinical Lecturer [†]		
1	32,250	32,572
2	33,847	34,186
3	35,444	35,799
4	37,042	37,412
5	38,968	39,358
6	40,896	41,305
7	42,823	43,251
8	44,750	45,197
9	46,677	47,144
§10	51,687	52,204
§11	55,841	56,400
§*12	59,995	60,595
Senior Lecturer/ Reader		
§	51,687	52,204
§	55,841	56,400
§	59,995	60,595
§	64,153	64,795
§	69,453	70,148
§	73,116	73,847

[†] 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 1% 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

	01.04.16	01.04.17
Clinical Lecturer [†]		
1	32,803	33,131
2	35,444	35,799
3	37,042	37,412
4	38,968	39,358
5	40,896	41,305
6	42,823	43,251
7	44,750	45,197
8	46,677	47,144
9	48,605	49,091
§10	53,701	54,238
§11	58,018	58,598
§*12	62,333	62,956
Senior Lecturer/ Reader		
§	51,687	52,204
§	55,841	56,400
§	59,995	60,595
§	64,153	64,795
§	69,453	70,148
§	73,116	73,847

[†] 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 1% 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	01.04.16	01.04.17
Minimum	64,370	65,014
1 st	68,976	69,666
2 nd	73,583	74,319
3 rd	78,189	78,971
4 th	83,442	84,276

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
		1.4.16	1.4.17
1	1	77,529	78,304
2	2	79,956	80,756
3	3	82,384	83,208
4	4	84,812	85,660
5	5	87,233	88,105
6	5	87,233	88,105
7	5	87,233	88,105
8	5	87,233	88,105
9	5	87,233	88,105
10	6	92,998	93,928
11	6	92,998	93,928
12	6	92,998	93,928
13	6	92,998	93,928
14	6	92,998	93,928
15	7	98,765	99,752
16	7	98,765	99,752
17	7	98,765	99,752
18	7	98,765	99,752
19	7	98,765	99,752
20	8	104,525	105,570

7. Transitional pay arrangements based on 2016/17 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 (2016)	Basic Salary (2017)
9+	From 1 April 2017	104,525	105,570
6,7,8	From 1 April 2017	98,765	99,752
	1	104,525	105,570
4,5	From 1 April 2017	98,765	99,752
	2	104,525	105,570
3	From 1 April 2017	98,765	99,752
	3	104,525	105,570
2	From 1 April 2017	98,765	99,752
	4	104,525	105,570
1	From 1 April 2017	98,765	99,752
	5	104,525	105,570

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 2017-18 rates

Spine Point	Seniority (years)	2016/17 rates	2017/18 rates
0	1	77,529	78,304
1	2	78,134	78,916
2	3	78,740	79,528
3	4	79,351	80,145
4 (<1 year @ max)	5	84,812	85,660
4 (+1 year @ max)	6	86,022	86,883
4 (+ 2 - 24 years @ max)	7-29	87,233	88,105
4 (>25 years @ max)	30+	92,998	93,928

(b) Subsequent pay progression based on 2017-18 rates

Seniority (years)	Interval (years)	2016/17 Basic Salary	2017/18 Basic Salary
30+	1	98,765	99,752
	1	104,525	105,570
21 – 29	1	92,998	93,928
	1	98,765	99,752
	1	104,525	105,570
20	1	92,998	93,928
	2	98,765	99,752
	1	104,525	105,570
19	1	92,998	93,928
	2	98,765	99,752
	2	104,525	105,570
18	2	92,998	93,928
	1	98,765	99,752
	2	104,525	105,570
17	2	92,998	93,928
	2	98,765	99,752
	2	104,525	105,570
16	3	92,998	93,928
	1	98,765	99,752
	3	104,525	105,570
15	3	92,998	93,928
	1	98,765	99,752
	4	104,525	105,570
14	3	92,998	93,928
	2	98,765	99,752
	4	104,525	105,570
13	3	92,998	93,928
	2	98,765	99,752
	5	104,525	105,570

Seniority (years)	Interval (years)	2016/17 Basic Salary	2017/18 Basic Salary
12	3	92,998	93,928
	3	98,765	99,752
	5	104,525	105,570
11	4	92,998	93,928
	3	98,765	99,752
	5	104,525	105,570
10	4	92,998	93,928
	4	98,765	99,752
	5	104,525	105,570
9	4	92,998	93,928
	5	98,765	99,752
	5	104,525	105,570
7 to 8	5	92,998	93,928
	5	98,765	99,752
	5	104,525	105,570
6	1	87,233	88,105
	4	92,998	93,928
	5	98,765	99,752
	5	104,525	105,570
5	1	‡86,022	‡86,883
	1	87,233	88,105
	4	92,998	93,928
	5	98,765	99,752
	5	104,525	105,570
4	1	82,384	83,208
	1	84,812	85,660
	1	87,233	88,105
	3	92,998	93,928
	5	98,765	99,752
	5	104,525	105,570
3	1	‡81,168	‡81,980
	1	84,812	85,660
	1	87,233	88,105
	4	92,998	93,928
	5	98,765	99,752
	5	104,525	105,570
2	1	79,956	80,756
	1	84,812	85,660
	1	87,233	88,105
	5	92,998	93,928
	5	98,765	99,752
	5	104,525	105,570
1	1	‡78,740	‡79,528
	1	82,384	83,208
	1	84,812	85,660
	1	87,233	88,105
	5	92,998	93,928
	5	98,765	99,752
	5	104,525	105,570

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

9. Consultants – additional/discretionary points

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

	01.04.16	01.04.17
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.

	01.04.16	01.04.17
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959