

Clinical academic pay scales (Scotland) from 1 April 2019

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 2.5% to basic pay.

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

| | 01.04.18 | 01.04.19 |
|--------------------------------|----------|----------|
| Clinical Lecturer [†] | | |
| 1 | 33,550 | 34,388 |
| 2 | 35,211 | 36,091 |
| 3 | 36,873 | 37,795 |
| 4 | 38,534 | 39,498 |
| 5 | 40,538 | 41,552 |
| 6 | 42,544 | 43,607 |
| 7 | 44,549 | 45,663 |
| 8 | 46,553 | 47,717 |
| 9 | 48,558 | 49,772 |
| §10 | 53,770 | 55,114 |
| §11 | 58,092 | 59,544 |
| §*12 | 62,413 | 63,973 |
| Senior Lecturer/ Reader | | |
| § | 53,770 | 55,114 |
| § | 58,092 | 59,544 |
| § | 62,413 | 63,973 |
| § | 66,739 | 68,407 |
| § | 72,252 | 74,058 |
| § | 76,062 | 77,964 |

[†] 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 2.5% 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

| | 01.04.18 | 01.04.19 |
|-------------------------|-----------------|-----------------|
| Clinical Lecturer† | | |
| 1 | 34,125 | 34,978 |
| 2 | 36,873 | 37,795 |
| 3 | 38,534 | 39,498 |
| 4 | 40,538 | 41,552 |
| 5 | 42,544 | 43,607 |
| 6 | 44,549 | 45,663 |
| 7 | 46,553 | 47,717 |
| 8 | 48,558 | 49,772 |
| 9 | 50,563 | 51,828 |
| §10 | 55,865 | 57,262 |
| §11 | 60,356 | 61,865 |
| §*12 | 64,845 | 66,466 |
| Senior Lecturer/ Reader | | |
| § | 53,770 | 55,114 |
| § | 58,092 | 59,544 |
| § | 62,413 | 63,973 |
| § | 66,739 | 68,407 |
| § | 72,252 | 74,058 |
| § | 76,062 | 77,964 |

† 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 2.5% 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 | 01.04.18 | 01.04.19 |
|--------------------|-----------------|-----------------|
| Minimum | 66,964 | 68,638 |
| 1 st | 71,756 | 73,550 |
| 2 nd | 76,549 | 78,462 |
| 3 rd | 81,340 | 83,374 |
| 4 th | 85,876 | 88,023 |

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 |
|-----------------|-----------|---------------|---------------|
| | | 1.4.18 | 1.4.19 |
| 1 | 1 | 80,653 | 82,669 |
| 2 | 2 | 82,356 | 84,415 |
| 3 | 3 | 84,808 | 86,928 |
| 4 | 4 | 87,260 | 89,441 |
| 5 | 5 | 89,705 | 91,948 |
| 6 | 5 | 89,705 | 91,948 |
| 7 | 5 | 89,705 | 91,948 |
| 8 | 5 | 89,705 | 91,948 |
| 9 | 5 | 89,705 | 91,948 |
| 10 | 6 | 95,528 | 97,917 |
| 11 | 6 | 95,528 | 97,917 |
| 12 | 6 | 95,528 | 97,917 |
| 13 | 6 | 95,528 | 97,917 |
| 14 | 6 | 95,528 | 97,917 |
| 15 | 7 | 101,352 | 103,886 |
| 16 | 7 | 101,352 | 103,886 |
| 17 | 7 | 101,352 | 103,886 |
| 18 | 7 | 101,352 | 103,886 |
| 19 | 7 | 101,352 | 103,886 |
| 20 | 8 | 107,170 | 109,849 |

7. Transitional pay arrangements based on 2019-2020 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 (2018) | Basic Salary (2019) |
|---|--|---------------------------|---------------------------|
| 4+ | From 1 April 2019 | 107,170 | 109,849 |
| | | | |
| 3 | From 1 April 2019 | 101,352 | 103,886 |
| | 1 | 107,170 | 109,849 |
| 2 | From 1 April 2019 | 101,352 | 103,886 |
| | 2 | 107,170 | 109,849 |
| 1 | From 1 April 2019* | 101,352 | 103,886 |
| | 3 | 107,170 | 109,849 |

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

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 2019-20 rates

| Spine Point | Seniority (years) | 2018/19 rates | 2019/20 rates |
|------------------------|-------------------|---------------|---------------|
| 0 | 1 | 80,653 | 82,669 |
| 1 | 2 | 81,284 | 83,317 |
| 2 | 3 | 81,914 | 83,962 |
| 3 | 4 | 81,914 | 83,962 |
| 4 (<1 year @ max) | 5 | 87,260 | 89,441 |
| 4 (+1 year @ max) | 6 | 88,483 | 90,696 |
| 4 (+ 2-24 years @ max) | 7-29 | 89,705 | 91,948 |
| 4 (>25 years @ max) | 30+ | 95,528 | 97,917 |

(b) Subsequent pay progression based on 2019-20 rates

| Seniority (years) | Interval (years) | 2018/19 Basic Salary | 2019/20 Basic Salary |
|-------------------|------------------|----------------------|----------------------|
| 30+ | 1 | 101,352 | 103,886 |
| | 1 | 107,170 | 109,849 |
| 21 – 29 | 1 | 95,528 | 97,917 |
| | 1 | 101,352 | 103,886 |
| | 1 | 107,170 | 109,849 |
| 20 | 1 | 95,528 | 97,917 |
| | 2 | 101,352 | 103,886 |
| | 1 | 107,170 | 109,849 |
| 19 | 1 | 95,528 | 97,917 |
| | 2 | 101,352 | 103,886 |
| | 2 | 107,170 | 109,849 |
| 18 | 2 | 95,528 | 97,917 |
| | 1 | 101,352 | 103,886 |
| | 2 | 107,170 | 109,849 |
| 17 | 2 | 95,528 | 97,917 |
| | 2 | 101,352 | 103,886 |
| | 2 | 107,170 | 109,849 |
| 16 | 3 | 95,528 | 97,917 |
| | 1 | 101,352 | 103,886 |
| | 3 | 107,170 | 109,849 |
| 15 | 3 | 95,528 | 97,917 |
| | 1 | 101,352 | 103,886 |
| | 4 | 107,170 | 109,849 |
| 14 | 3 | 95,528 | 97,917 |
| | 2 | 101,352 | 103,886 |
| | 4 | 107,170 | 109,849 |
| 13 | 3 | 95,528 | 97,917 |
| | 2 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |

| Seniority (years) | Interval (years) | 2018/19 Basic Salary | 2019/20 Basic Salary |
|-------------------|------------------|----------------------|----------------------|
| 12 | 3 | 95,528 | 97,917 |
| | 3 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |
| 11 | 4 | 95,528 | 97,917 |
| | 3 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |
| 10 | 4 | 95,528 | 97,917 |
| | 4 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |
| 9 | 4 | 95,528 | 97,917 |
| | 5 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |
| 7 to 8 | 5 | 95,528 | 97,917 |
| | 5 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |
| 6 | 1 | 89,705 | 91,948 |
| | 4 | 95,528 | 97,917 |
| | 5 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |
| 5 | 1 | 88,483 | †90,696 |
| | 1 | 89,705 | 91,948 |
| | 4 | 95,528 | 97,917 |
| | 5 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |
| 4 | 1 | 84,808 | 86,928 |
| | 1 | 87,260 | 89,441 |
| | 1 | 89,705 | 91,948 |
| | 3 | 95,528 | 97,917 |
| | 5 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |
| 3 | 1 | 83,580 | †85,670 |
| | 1 | 87,260 | 89,441 |
| | 1 | 89,705 | 91,948 |
| | 4 | 95,528 | 97,917 |
| | 5 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |
| 2 | 1 | 82,356 | 84,415 |
| | 1 | 87,260 | 89,441 |
| | 1 | 89,705 | 91,948 |
| | 5 | 95,528 | 97,917 |
| | 5 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |
| 1 | 1 | 81,914 | †83,962 |
| | 1 | 84,808 | 86,928 |
| | 1 | 87,260 | 89,441 |
| | 1 | 89,705 | 91,948 |
| | 5 | 95,528 | 97,917 |
| | 5 | 101,352 | 103,886 |
| | 5 | 107,170 | 109,849 |

‡ 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.

| | 01.04.18 | 01.04.19 |
|---|-----------------|-----------------|
| 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.

| | 01.04.18 | 01.04.19 |
|----|-----------------|-----------------|
| A+ | 75,889 | 75,889 |
| A | 55,924 | 55,924 |
| B | 31,959 | 31,959 |