

The Scottish Government
Health Workforce
Culture, Pay and Practice



Scottish Government
Riaghaltas na h-Alba
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Dear Colleague

PAY AND CONDITIONS OF SERVICE

REMUNERATION OF HOSPITAL MEDICAL AND DENTAL STAFF, DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE

REMUNERATION OF:

- HOSPITAL MEDICAL AND DENTAL STAFF
- DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE
- PUBLIC DENTAL SERVICE STAFF
- DENTAL TRAINING GRADES
- ASSOCIATE ADVISERS/ASSISTANT DIRECTORS
- DIRECTORS OF POSTGRADUATE GENERAL AND DENTAL PRACTICE EDUCATION (CRUMP)
- GP SPECIALTY REGISTRARS IN GENERAL PRACTICE

1.NHS Circular PCS(DD)2024/01 detailed the increases to national salary scales and uplifts to fees and allowances in 2024-25 for the above staff groups.

2.Paragraph 8 and Page 12 of that circular stated that the following tables would be provided under separate cover. This addendum now provides these tables.

2a. Specialty Doctors on both 2008 and 2022 contracts, and Associate Specialist receive an uplift of 6%.

2b. Specialist Doctors on the 2022 contract receive –
Pay Points 0, 1 and 2 – 10.07% (rounded) uplift
Pay Points 3, 4, 5 and 6 – 7.14% (rounded) uplift

2C. All other relevant grades, as noted in the following table, receive an uplift of 6%.

It should be noted that these tables are for information only and that the individual figures are only indicators. The actual values for individual employees are generated and applied by the NHS ePayroll System.

28 January 2025

Addressees

For action

Chief Executives
Directors of Finance
Directors of Human Resources
NHS Boards
Special Health Boards
NHS National Services Scotland
(Common Services Agency)
Healthcare Improvement Scotland

For information

Members, Scottish Partnership Forum
Members, Scottish Terms and Conditions Committee
Members, Scottish Workforce and Governance Group
Management Steering Group
British Medical Association (Scotland)
British Dental Association (Scotland)

Enquiries to:

Health Workforce
Medical and Dental Team
Scottish Government
Health Workforce Division
Ground Floor Rear
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Telephone: 0131 244 0900

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Table 1	DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND) AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS
Table 2	DOCTORS COVERED BY THE 2022 SPECIALTY DOCTOR (SCOTLAND) CONTRACT
Table 3	DOCTORS COVERED BY THE 2022 SPECIALIST (SCOTLAND) CONTRACT
Table 4	HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND - SPECIALIST REGISTRAR
Table 5	PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES
Table 6	BASIC RATES OF PAY (£) PER SESSION FOR PART-TIME APPOINTMENTS
Table 7	LOCUM TENENS APPOINTMENTS
Table 8	FEES APPLICABLE FOR LECTURES TO NURSES AND OTHER NON-MEDICAL AND NON-DENTAL STAFF

Summary

3. This addendum authorises changes in the pay and national terms and conditions of service and should be read in conjunction with NHS Circular PCS(DD)2024/01.
4. NHS Employers in Scotland are asked to make their own arrangements for obtaining any additional copies of this circular which is available on the following websites:

NHS Scotland Publications - <https://www.publications.scot.nhs.uk/publication.asp>
 MSG - <https://www.msg.scot.nhs.uk/publications>

Action

5. NHS Boards, Special Health Boards, NHS Education for Scotland (NES), Healthcare Improvement Scotland (HIS) and NHS National Services Scotland (Common Services Agency) are required to:
 - make the necessary arrangements to pay the salaries and fees notified in this circular and its Annexes, effective from 1 April 2024.
 - notify former employees of any arrears of pay or expenses due to them. Where their current address is in doubt, enquiries should be made to ensure that payment can be made,
 - notify the Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

Enquiries

6. Employees should direct their personal enquiries to their employing Board, Special Health Board or NHS National Services Scotland (Common Services Agency).

7.NHS Employers in Scotland should direct enquiries to the Scottish Government contact detailed on page one of this circular.

Yours sincerely

Interim Deputy Director for Workforce Pay, Practice and Engagement

Table 1	Annex C	HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND - SPECIALIST REGISTRAR
Table 2	Annex E	DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND) AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS
Table 3	Annex E1	DOCTORS COVERED BY THE 2022 SPECIALTY DOCTOR (SCOTLAND) CONTRACT
Table 4	Annex E1	DOCTORS COVERED BY THE 2022 SPECIALIST (SCOTLAND) CONTRACT
Table 5	Annex H	PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES
Table 6	Annex H	BASIC RATES OF PAY (£) PER SESSION FOR PART-TIME APPOINTMENTS
Table 7	Annex H	LOCUM TENENS APPOINTMENTS
Table 8	Annex H	FEES APPLICABLE FOR LECTURES TO NURSES AND OTHER NON-MEDICAL AND NON-DENTAL STAFF

Furthermore, as stated in Paragraph 14, it should be noted that all tables in this circular are for information only and that the individual figures are only an indicator. The actual values for individual employees are generated and applied by the payroll system.

TABLE 1

ANNEX C

£ RATES OF PAY EFFECTIVE FROM 1 April 2024

HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND

BASIC RATES PER ANNUM (£)

Grade	Minimum rate of pay where there is no scale	INCREMENTAL POINTS												
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
Associate Specialist (pre-2008)	52,000	57,509	63,018	68,524	74,031	79,538	86,812	93,113	95,729	99,142	102,554	104,918	108,231	111,549
Staff Grade Practitioner (pre-1997 contract)	47,044	50,779	54,512	58,246	61,980	65,715	69,449	73,182						
Staff Grade Practitioner (1997 contract)¹	47,044	50,779	54,512	58,246	61,980	66,377	69,449	73,182	76,917	80,651	84,387	88,121		

Notes:

¹ This pay scale refers to Staff Grade Practitioners employed under the Terms and Conditions outlined in NHS Circular PCS(DD)1997/5

* Discretionary

Optional

**£ RATES OF PAY EFFECTIVE FROM 1 April 2024
DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND)
AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS**

Pay Point	Specialty Doctor (£)	Associate Specialist (£)	Pay Point Progression
0	50,780	71,193	1 year
1	55,122	76,916	1 year
2	60,765	82,637	1 year
3	63,790	90,194	1 year
4	68,149	96,741	1 year
Threshold 1			
5	72,491	99,459	2 years
6	76,929	103,005	2 years
7	81,370	105,484	2 years
Threshold 2			
8	85,811	108,928	3 years
9	90,250	112,370	3 years
10	94,689	115,815	N/A

**RATES OF PAY EFFECTIVE FROM 1 April 2024
DOCTORS COVERED BY THE 2022 SPECIALTY DOCTOR (SCOTLAND)
AND SPECIALIST (SCOTLAND) CONTRACTS**

Speciality Doctor		2024
Scale point	Pay points	Salary (£)
0	1	61,690
1	1	61,690
2	1	61,690
3	2	73,593
4	2	73,593
5	2	73,593
6	3	78,099
7	3	78,099
8	3	78,099
9	4	87,115
10	4	87,115
11	4	87,115
12	5	96,129
13	5	96,129
14	5	96,129
15	5	96,129
16	5	96,129
17	5	96,129

TABLE 4

New Specialist Grade		2024
Scale Points	Pay Point	Salary Scales (£)
0	1	96,990
1	1	96,990
2	1	96,990
3	2	100,784
4	2	100,784
5	2	100,784
6	3	107,154

TABLE 5

PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES

Payment Per Session Per Annum
 Minimum (£) Point I (£)

Speciality/Specialist	
7,765	8,320

TABLE 6

BASIC RATES OF PAY (£) PER SESSION FOR PART-TIME APPOINTMENTS

Speciality/Specialist						
6,224	6,583	6,944	7,302	7,664	8,022	8,382

TABLE 7

LOCUM TENENS APPOINTMENTS**A. Rates for the following:**

	£	£
	Rate per week (10 sessions)	Rate per notional half-day or session
Speciality Doctor	1,167.86	116.79
Associate Specialist (2008)	1,584.93	158.50
Part-time Medical Officer or General Dental Practitioner		121.89
Hospital Practitioner		140.02
Staff Grade	1,153.02	115.31

TABLE 8

£ Fees applicable for lectures to nurses and other non-medical and non-dental staff	
For lectures given by: <ul style="list-style-type: none">●Clinical Dental Officers*●Associate Specialists●Specialty Doctors●Specialist Registrars●Specialty Registrars at incremental point 3 or above●Practitioners holding appointments under paragraph 94 of the TCS for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service.●Hospital Practitioners	65.48

*** Under Section D and Annex B of the TCS for the Scottish Public Dental Service**