

DRAFT – IN CONFIDENCE

**Scottish Government Draft 2024/25 Pay Offer to  
NHS Scotland Resident Doctors, and Dentists in Training**

1. In 2023, Scottish Government and BMA Scotland agreed pay and contract reform with a shared aim to resolve significant pay erosion Resident Doctors, and Dentists in Training have experienced since 2008, to make credible progress each year towards pay restoration, and ensure that NHS Scotland remains the place of choice to work and train for Resident Doctors, and Dentists in Training. Scottish Government are proposing a one year pay uplift in 2024/25 for NHS Scotland Resident Doctors, and Dentists in Training to deliver towards our wider agreement.
2. The Scottish Government have committed an overall financial envelope of £64.1 million for the Resident Doctors, and Dentists in Training pay uplift in 2024/25.
3. This will be distributed as a 8.5% pay uplift from 01 April 2024, with a further 2.3% pay uplift from 01 October 2024.
4. Due to the phased implementation of this pay offer this will generate a cumulative uplift of 11% during 2024/25 financial year. This ensures that we continue to navigate a mutually agreeable path and demonstrate substantial real terms progress towards our shared aim of pay restoration for Resident Doctors, and Dentists in Training.
5. The revised pay scales are set out in the annex below and, if accepted, are effective from 01 April 2024 and 01 October 2024.
6. Allowances and recruitment and retention premiums which increase in line with pay uplifts will be uprated as appropriate.
7. This offer applies to all NHS Scotland Resident Doctors, and Dentists in Training and relevant Clinical Academics.
8. In addition, the Scottish Government will now refer to the formerly known Junior Doctors and Dentists in Training cohort as Resident Doctors, and Dentists in Training.

## Scottish Government Resident Doctors, and Dentists in Training Offer 2024/25

### Proposed 2024/25 Pay Scales

#### Resident Doctors

	Pay Point	Pay Scale 2023/24	Pay Scale 01 April 2024	% Uplift	£ Uplift	Pay Scale 01 October 2024	% Uplift	£ Uplift	Cumulative % increase	Total £ Increase
Foundation year 1	0	£31,082	£33,724	8.5%	£2,642	£34,500	2.3%	£776	11%	£3,418
Foundation year 1	1	£33,024	£35,831	8.5%	£2,807	£36,655	2.3%	£824	11%	£3,631
Foundation year 1	2	£34,964	£37,936	8.5%	£2,972	£38,808	2.3%	£873	11%	£3,844
Foundation year 2	0	£38,553	£41,830	8.5%	£3,277	£42,792	2.3%	£962	11%	£4,239
Foundation year 2	1	£41,075	£44,566	8.5%	£3,491	£45,591	2.3%	£1,025	11%	£4,516
Foundation year 2	2	£43,597	£47,303	8.5%	£3,706	£48,391	2.3%	£1,088	11%	£4,794
Resident Doctors	0	£40,995	£44,480	8.5%	£3,485	£45,503	2.3%	£1,023	11%	£4,508
Resident Doctors	1	£43,504	£47,202	8.5%	£3,698	£48,287	2.3%	£1,086	11%	£4,783
Resident Doctors	2	£47,007	£51,003	8.5%	£3,996	£52,176	2.3%	£1,173	11%	£5,169
Resident Doctors	3	£49,126	£53,302	8.5%	£4,176	£54,528	2.3%	£1,226	11%	£5,402
Resident Doctors	4	£51,680	£56,073	8.5%	£4,393	£57,362	2.3%	£1,290	11%	£5,682
Resident Doctors	5	£54,235	£58,845	8.5%	£4,610	£60,198	2.3%	£1,353	11%	£5,963
Resident Doctors	6	£56,793	£61,620	8.5%	£4,827	£63,038	2.3%	£1,417	11%	£6,245
Resident Doctors	7	£59,384	£64,432	8.5%	£5,048	£65,914	2.3%	£1,482	11%	£6,530
Resident Doctors	8	£61,903	£67,165	8.5%	£5,262	£68,710	2.3%	£1,545	11%	£6,807
Resident Doctors	9	£64,461	£69,940	8.5%	£5,479	£71,549	2.3%	£1,609	11%	£7,088

**Dentists in Training**

<b>Pay Point</b>	<b>Pay Scale 2023/24</b>	<b>Pay Scale 01 April 2024</b>	<b>% Uplift</b>	<b>£ Uplift</b>	<b>Pay Scale 01 October 2024</b>	<b>% Uplift</b>	<b>£ Uplift</b>	<b>Cumulative % increase</b>	<b>Total £ Increase</b>
Min	38,553	£41,830	8.5%	£3,277	£42,792	2.3%	£962	11%	£4,239
1	41,075	£44,566	8.5%	£3,491	£45,591	2.3%	£1,025	11%	£4,516
2	43,597	£47,303	8.5%	£3,706	£48,391	2.3%	£1,088	11%	£4,794
3	46,117	£50,037	8.5%	£3,920	£51,188	2.3%	£1,151	11%	£5,071
4	48,638	£52,772	8.5%	£4,134	£53,986	2.3%	£1,214	11%	£5,348
5	51,158	£55,506	8.5%	£4,348	£56,783	2.3%	£1,277	11%	£5,625
6	53,679	£58,242	8.5%	£4,563	£59,581	2.3%	£1,340	11%	£5,902