

Scottish Government 2024/25 Pay Offer to NHS Scotland Consultants

1. To ensure that NHS Scotland remains an attractive career choice for our vital Consultant workforce, and that we are able to attract and retain Consultants from within the UK and elsewhere, our shared objective is to deliver an agreed one year pay arrangement for NHS Scotland Consultant staff that achieves this.
2. Scottish Government have committed an overall financial envelope of £124.9 million for Consultant pay in 2024/25.
3. This will be distributed as a 10.5% pay uplift for all consultants with £5.7 million invested to uplift Discretionary Points from £3204 to £3600 per point.
4. The revised pay scales are set out in the annex below and, if accepted, are effective from 1 April 2024.
5. This offer applies to all NHS Scotland Consultants and relevant Clinical Academics.
6. Allowances and recruitment and retention premiums which increase in line with pay uplifts will be uprated as appropriate.
7. As part of this agreement there is a commitment to undertake further work via task and finish groups under the Joint Negotiation Committee between Scottish Government, BMA Scotland and NHS Employers. These groups will seek to conclude in 2025/26 and will be tasked with:
 - Discussions on the balance of different elements of the job plan for Consultants to facilitate attractive employment opportunities within NHS Scotland and to enable retention of the existing workforce.
 - Discussions to agree a national rate for internal short term cover to improve continuity of care and help alleviate agency and locum spend within NHS Scotland.
8. As part of this agreement BMA Scotland will:
 - Formally end their trade dispute with the Scottish Government if the offer is accepted by BMA Scotland through their agreed processes.
 - Agree not to promote the BMA rate card for consultants in Scotland for the duration of any referendum on the offer. If this deal is accepted by the membership, the BMA will withdraw the rate card with immediate effect. BMA Scotland however reserves the right to re-introduce the BMA rate card for consultants if an agreement cannot be reached in respect of a national rate for short term cover or in the event of a future industrial dispute.
 - Agree to participate in the reformed DDRB process, which Scottish Government fully supports, for the 2025/26 pay round and to utilise this process as a basis for further discussion to establish a financially sustainable mechanism for Scottish Government to tackle pay erosion for Consultants in Scotland. The BMA do however reserve the right to seek direct pay negotiations with Scottish Government and withdraw from the DDRB process in the future.

Proposed 2024/25 Pay Scales

Pay Point	2023/24 Pay Scale	Proposed 2024/25 Pay Scale	% Uplift	£ Uplift
0	£96,963	£107,144	10.50%	£10,181
1	£99,011	£109,407	10.50%	£10,396
2	£101,957	£112,662	10.50%	£10,705
3	£104,906	£115,921	10.50%	£11,015
4	£107,846	£119,170	10.50%	£11,324
5	£107,846	£119,170	10.50%	£11,324
6	£107,846	£119,170	10.50%	£11,324
7	£107,846	£119,170	10.50%	£11,324
8	£107,846	£119,170	10.50%	£11,324
9	£114,846	£126,905	10.50%	£12,059
10	£114,846	£126,905	10.50%	£12,059
11	£114,846	£126,905	10.50%	£12,059
12	£114,846	£126,905	10.50%	£12,059
13	£114,846	£126,905	10.50%	£12,059
14	£121,846	£134,640	10.50%	£12,794
15	£121,846	£134,640	10.50%	£12,794
16	£121,846	£134,640	10.50%	£12,794
17	£121,846	£134,640	10.50%	£12,794
18	£121,846	£134,640	10.50%	£12,794
19	£128,841	£142,369	10.50%	£13,528