

Scottish Government 2024/25 Pay Offer to NHS Scotland SAS Doctors

1. To ensure that NHS Scotland remains an attractive career choice for our vital SAS workforce, and that we are able to attract and retain SAS Doctors from within the UK and elsewhere, our shared objective is to deliver an agreed one year pay arrangement for NHS Scotland SAS Doctors that achieves this.
2. Scottish Government have committed to a financial envelope of over £7.2 million for SAS Doctor pay in 2024/25.
3. This investment will see a flat 6% uplift applied to Specialty Doctors on both 2008 and 2022 contracts, and Associate Specialist pay points.
4. In addition, the Scottish Government has committed to increasing pay rates for the Specialist Doctor Grade to bring them in line with the rates in England.
5. The revised pay scale for Speciality and Specialist Doctors on the 2022 contracts are set out below in Annex A.
6. This offer applies to all NHS Scotland SAS Doctors and relevant Clinical Academics and if accepted, are effective from 1 April 2024.
7. Allowances and recruitment and retention premiums which increase in line with pay uplifts will be uprated as appropriate.
8. As part of this agreement there is a commitment to undertake further work on -
 - the development of a policy which would provide a mechanism for the regrading of Specialty Doctors to Specialist Doctors. This would aim to be consistent with other UK nations, and further details are set out below in Annex B.
 - discussions to agree a national rate for internal short-term cover.
9. As part of this agreement BMA Scotland will:
 - Agree not to promote the BMA rate card for SAS Doctors 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 SAS Doctors 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 SAS Doctors 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 Scale for Specialty and Specialist Doctors
on 2022 Contracts**

Specialty Doctors

Pay Point	2023/24 Pay Scale	Proposed 2024/25 Pay Scale	% Uplift	£ Uplift
0	£58,198	£61,690	6%	£3,492
1	£58,198	£61,690	6%	£3,492
2	£58,198	£61,690	6%	£3,492
3	£69,427	£73,593	6%	£4,166
4	£69,427	£73,593	6%	£4,166
5	£69,427	£73,593	6%	£4,166
6	£73,678	£78,099	6%	£4,421
7	£73,678	£78,099	6%	£4,421
8	£73,678	£78,099	6%	£4,421
9	£82,184	£87,115	6%	£4,931
10	£82,184	£87,115	6%	£4,931
11	£82,184	£87,115	6%	£4,931
12	£90,688	£96,129	6%	£5,441
13	£90,688	£96,129	6%	£5,441
14	£90,688	£96,129	6%	£5,441
15	£90,688	£96,129	6%	£5,441
16	£90,688	£96,129	6%	£5,441
17	£90,688	£96,129	6%	£5,441

Specialist Doctors

Pay Point	2023/24 Pay Scale	Proposed 2024/25 Pay Scale	% Uplift (Rounded)	£ Uplift
0	£88,118	£96,990	10.07%	£8,872
1	£88,118	£96,990	10.07%	£8,872
2	£88,118	£96,990	10.07%	£8,872
3	£94,065	£100,784	7.14%	£6,719
4	£94,065	£100,784	7.14%	£6,719
5	£94,065	£100,784	7.14%	£6,719
6	£100,011	£107,154	7.14%	£7,143

*All other medical contracts associated with SAS Doctors – including Specialty Doctors and Associate Specialists would receive a 6% pay uplift

MANDATE

NHS Scotland SAS Doctor Pay Offer 2024/25

Specialty/Specialist Career Progression Policy

Overview

The development of policy which would provide a mechanism for the regrading of Specialty Doctors to Specialist Doctors. This mechanism would be used where a doctor believes that they have the skills, experience and demonstrable evidence required to meet the criteria for the grade, and there was demonstrated service need for the post, then the doctor could progress to the Specialist grade.

Principles

The principles of this policy would be to –

- help towards improving career progression and retention of Senior Doctors
- assist with delivering NHS Scotland service needs.

Scope

This policy would apply to all existing staff employed on either the 2008 or 2022 Specialty Doctors contracts within NHS Scotland.

1. Governance
- 2.

The Scottish Government, BMA Scotland, and NHS Scotland Employers would collaborate to develop guidance to support the process and align it as closely as possible with other nations in the UK who have taken the decision to implement a similar policy direction.