

Clinical academic pay scales (Scotland) from 1 April 2020

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 2.8% 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

	01.04.19	01.04.20
Clinical Lecturer†		
1	34,388	35,351
2	36,091	37,102
3	37,795	38,854
4	39,498	40,604
5	41,552	42,716
6	43,607	44,828
7	45,663	46,942
8	47,717	49,054
9	49,772	51,166
§10	55,114	56,657
§11	59,544	61,211
§*12	63,973	65,764
Senior Lecturer/ Reader		
§	55,114	56,657
§	59,544	61,211
§	63,973	65,764
§	68,407	70,322
§	74,058	76,132
§	77,964	80,147

† 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 2.8% 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

	01.04.19	01.04.20
Clinical Lecturer†		
1	34,978	35,958
2	37,795	38,854
3	39,498	40,604
4	41,552	42,716
5	43,607	44,828
6	45,663	46,942
7	47,717	49,054
8	49,772	51,166
9	51,828	53,280
§10	57,262	58,865
§11	61,865	63,597
§*12	66,466	68,327
Senior Lecturer/ Reader		
§	55,114	56,657
§	59,544	61,211
§	63,973	65,764
§	68,407	70,322
§	74,058	76,132
§	77,964	80,147

† 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 2.8% 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	01.04.19	01.04.20
Minimum	68,638	70,560
1 st	73,550	75,610
2 nd	78,462	80,659
3 rd	83,374	85,709
4 th	88,023	90,488

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
		1.4.19	1.4.20
1	1	82,669	84,984
2	2	84,415	86,779
3	3	86,928	89,362
4	4	89,441	91,946
5	5	91,948	94,523
6	5	91,948	94,523
7	5	91,948	94,523
8	5	91,948	94,523
9	5	91,948	94,523
10	6	97,917	100,659
11	6	97,917	100,659
12	6	97,917	100,659
13	6	97,917	100,659
14	6	97,917	100,659
15	7	103,886	106,795
16	7	103,886	106,795
17	7	103,886	106,795
18	7	103,886	106,795
19	7	103,886	106,795
20	8	109,849	112,925

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 (2019)	Basic Salary (2020)
3+	From 1 April 2020	109,849	112,925
2	From 1 April 2020	103,886	106,795
	1	109,849	112,925
1	From 1 April 2020*	103,886	106,795
	2	109,849	112,925

*(or anniversary of appointment if 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 2020-21 rates

Spine Point	Seniority (years)	2019/20 rates	2020/21 rates
0	1	82,669	84,984
1	2	83,317	85,650
2	3	83,962	86,313
3	4	83,962	86,313
4 (<1 year @ max)	5	89,441	91,946
4 (+1 year @ max)	6	90,696	93,236
4 (+ 2-24 years @ max)	7-29	91,948	94,523
4 (>25 years @ max)	30+	97,917	100,659

(b) Subsequent pay progression based on 2020-21 rates

Seniority (years)	Interval (years)	2019/20 Basic Salary	2020/21 Basic Salary
30+	1	103,886	106,795
	1	109,849	112,925
21 – 29	1	97,917	100,659
	1	103,886	106,795
	1	109,849	112,925
20	1	97,917	100,659
	2	103,886	106,795

		1	109,849	112,925
		1	97,917	100,659
	19	2	103,886	106,795
		2	109,849	112,925
		2	97,917	100,659
	18	1	103,886	106,795
		2	109,849	112,925
		2	97,917	100,659
	17	2	103,886	106,795
		2	109,849	112,925
		3	97,917	100,659
	16	1	103,886	106,795
		3	109,849	112,925
		3	97,917	100,659
	15	1	103,886	106,795
		4	109,849	112,925
		3	97,917	100,659
	14	2	103,886	106,795
		4	109,849	112,925
		3	97,917	100,659
	13	2	103,886	106,795
		5	109,849	112,925
Seniority (years)	Interval (years)		2019/20 Basic Salary	2020/21 Basic Salary
		3	97,917	100,659
	12	3	103,886	106,795
		5	109,849	112,925
		4	97,917	100,659
	11	3	103,886	106,795
		5	109,849	112,925
		4	97,917	100,659
	10	4	103,886	106,795
		5	109,849	112,925
		4	97,917	100,659
	9	5	103,886	106,795
		5	109,849	112,925
		5	97,917	100,659
	7 to 8	5	103,886	106,795
		5	109,849	112,925
		1	91,948	94,523
	6	4	97,917	100,659
		5	103,886	106,795
		5	109,849	112,925
		1	90,696*	93,236*
	5	1	91,948	94,523
		4	97,917	100,659
		5	103,886	106,795
		5	109,849	112,925
		1	86,928	89,362
	4	1	89,441	91,946
		1	91,948	94,523
		3	97,917	100,659

		5	103,886	106,795
		5	109,849	112,925
	3	1	85,670*	88,069*
		1	89,441	91,946
		1	91,948	94,523
		4	97,917	100,659
		5	103,886	106,795
		5	109,849	112,925
	2	1	84,415	86,779
		1	89,441	91,946
		1	91,948	94,523
		5	97,917	100,659
		5	103,886	106,795
		5	109,849	112,925
	1	1	83,962*	86,313*
		1	86,928	89,362
		1	89,441	91,946
		1	91,948	94,523
		5	97,917	100,659
		5	103,886	106,795
		5	109,849	112,925

*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.

	01.04.19	01.04.20
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.

	01.04.19	01.04.20
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959