

Clinical academic pay scales (Scotland) from 1 April 2022

1. Summary of changes

The value of distinction awards and discretionary points is unchanged from last year. All other pay scales have been uplifted by 4.5% 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

	01.04.21	01.04.22
Clinical Lecturer†		
1	36,412	38,051
2	38,216	39,936
3	40,020	41,821
4	41,823	43,706
5	43,998	45,978
6	46,173	48,251
7	48,351	50,527
8	50,526	52,800
9	52,701	55,073
§10	58,357	60,983
§11	63,047	65,884
§*12	67,737	70,785
Senior Lecturer/ Reader		
§	58,357	60,983
§	63,047	65,884
§	67,737	70,785
§	72,432	75,691
§	78,416	81,945
§	82,551	86,266

† 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 4.5% 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

	01.04.21	01.04.22
Clinical Lecturer†		
1	37,037	38,704
2	40,020	41,821
3	41,823	43,706
4	43,998	45,978
5	46,173	48,251
6	48,351	50,527
7	50,526	52,800
8	52,701	55,073
9	54,879	57,349
§10	60,631	63,359
§11	65,505	68,453
§*12	70,377	73,544
Senior Lecturer/ Reader		
§	58,357	60,983
§	63,047	65,884
§	67,737	70,785
§	72,432	75,691
§	78,416	81,945
§	82,551	86,266

† 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 4.5% 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	01.04.21	01.04.22
Minimum	72,677	75,948
1 st	77,879	81,384
2 nd	83,079	86,818
3 rd	88,281	92,254
4 th	93,203	97,398

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
		1.4.21	1.4.22
1	1	87,534	91,474
2	2	89,383	93,406
3	3	92,043	96,185
4	4	94,705	98,967
5	5	97,359	101,741
6	5	97,359	101,741
7	5	97,359	101,741
8	5	97,359	101,741
9	5	97,359	101,741
10	6	103,679	108,345
11	6	103,679	108,345
12	6	103,679	108,345
13	6	103,679	108,345
14	6	103,679	108,345
15	7	109,999	114,949
16	7	109,999	114,949
17	7	109,999	114,949
18	7	109,999	114,949
19	7	109,999	114,949
20	8	116,313	121,548

7. Transitional pay arrangements based on 2022-2023 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 (2021)	Basic Salary (2022)
1	From 1 April 2022*	116,313	121,548

*(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 2021-22 rates

Spine Point	Seniority (years)	2020/21 rates	2022/23 rates
0	1	87,534	91,474
1	2	88,220	92,190
2	3	88,903	92,904
3	4	88,903	92,904
4 (<1 year @ max)	5	94,705	98,967
4 (+1 year @ max)	6	96,034	100,356
4 (+ 2-24 years @ max)	7-29	97,359	101,741
4 (>25 years @ max)	30+	103,679	108,345

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

Seniority (years)	Interval (years)	2021/22 Basic Salary	2021/22 Basic Salary
30+	1	109,999	114,949
	1	116,313	121,548
21 – 29	1	103,679	108,345
	1	109,999	114,949
	1	116,313	121,548
20	1	103,679	108,345
	2	109,999	114,949
	1	116,313	121,548
19	1	103,679	108,345
	2	109,999	114,949
	2	116,313	121,548

18	2	103,679	108,345
	1	109,999	114,949
	2	116,313	121,548
17	2	103,679	108,345
	2	109,999	114,949
	2	116,313	121,548
16	3	103,679	108,345
	1	109,999	114,949
	3	116,313	121,548
15	3	103,679	108,345
	1	109,999	114,949
	4	116,313	121,548
14	3	103,679	108,345
	2	109,999	114,949
	4	116,313	121,548
13	3	103,679	108,345
	2	109,999	114,949
	5	116,313	121,548
Seniority (years)	Interval (years)	2021/22 Basic Salary	2022/23 Basic Salary
12	3	103,679	108,345
	3	109,999	114,949
	5	116,313	121,548
11	4	103,679	108,345
	3	109,999	114,949
	5	116,313	121,548
10	4	103,679	108,345
	4	109,999	114,949
	5	116,313	121,548
9	4	103,679	108,345
	5	109,999	114,949
	5	116,313	121,548
7 to 8	5	103,679	108,345
	5	109,999	114,949
	5	116,313	121,548
6	1	97,359	101,741
	4	103,679	108,345
	5	109,999	114,949
	5	116,313	121,548
5	1	96,034*	100,356*
	1	97,359	101,741
	4	103,679	108,345
	5	109,999	114,949
	5	116,313	121,548
4	1	92,043	96,185
	1	94,705	98,967
	1	97,359	101,741
	3	103,679	108,345
	5	109,999	114,949
	5	116,313	121,548
3	1	90,712*	94,795*
	1	94,705	98,967

	1	97,359	101,741
	4	103,679	108,345
	5	109,999	114,949
	5	116,313	121,548
2	1	89,383	93,406
	1	94,705	98,967
	1	97,359	101,741
	5	103,679	108,345
	5	109,999	114,949
	5	116,313	121,548
1	1	88,903*	92,904
	1	92,043	96,185
	1	94,705	98,967
	1	97,359	101,741
	5	103,679	108,345
	5	109,999	114,949
	5	116,313	121,548

*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.

	01.04.21	01.04.22
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.

	01.04.21	01.04.22
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959