

JUNIOR DOCTOR AND DENTISTS IN TRAINING PAY AND CONTRACT REFORM – 2023/24 TO 2025/26

After a decade of UK Government austerity, pay of Junior Doctors and Dentists in Training has been subject to restraint over a number of years. It is clear this has resulted in significant erosion of pay for Junior Doctors since 2008/09.

To address this we are proposing a deal which contains the following interlinked components:

- A single year pay uplift in 2023/24 of 12.4% for NHS Scotland Junior Doctors and Dentists in Training.
- For 2024/25, 2025/26 and 2026/27 a guaranteed minimum uplift of inflation for the financial year to which that pay deal relates. In consideration of inflation, due regard will be given to both CPI and RPI. This ensures no further pay erosion. Moreover, all parties recognise this represents a floor for these years and commit to further talks in each financial year with the aim of agreeing an uplift that is substantial enough in real terms to make credible progress on the path towards pay restoration.
- Agreement to enter full contract negotiations from Autumn 2023 with implementation by April 2026 with the aim of improving the working and training experience of Junior Doctors and Dentists in Training in Scotland. As part of these negotiations we expect to agree a new Pay Review mechanism which, coupled with contract reform, will enable us to reach a mutually agreeable path to achieve pay restoration and prevent erosion recurring in the future.

Our shared aim is to resolve the significant pay erosion junior doctors have experienced since 2008 and deliver a modernised and improved contract for Junior Doctors and Dentists in Training to ensure that NHS Scotland remains the place of choice to work and train. This will support recruitment, retention and wellbeing of the workforce, thereby improving outcomes for the patients of NHS Scotland.

2023/24 Pay Uplift for NHS Scotland Junior Doctors and Dentists in Training

Grade /Point	2022/23 Salaries	2023/24 Salaries	2023/24 Uplift	2023/24 Uplift Value
FY1 – Min	£27,653	£31,082	12.4%	£3,429
FY1 – 1	£29,379	£33,022	12.4%	£3,643
FY1 – 2	£31,106	£34,963	12.4%	£3,857
FY2 – Min	£34,299	£38,552	12.4%	£4,253
FY2 – 1	£36,543	£41,074	12.4%	£4,531
FY2 – 2	£38,786	£43,596	12.4%	£4,809
StR Min	£36,472	£40,994	12.4%	£4,522
StR 1	£38,704	£43,503	12.4%	£4,799
StR 2	£41,821	£47,007	12.4%	£5,186
StR 3	£43,705	£49,124	12.4%	£5,419
StR 4	£45,978	£51,679	12.4%	£5,701
StR 5	£48,251	£54,234	12.4%	£5,983
StR 6	£50,527	£56,792	12.4%	£6,265
StR 7	£52,800	£59,347	12.4%	£6,547
StR 8	£55,073	£61,902	12.4%	£6,829
StR 9	£57,349	£64,460	12.4%	£7,111

Dentists in Training

Point	2022/2023 Salaries	2023/24 Salaries
Min	£34,299	£38,552
1	£36,543	£41,074
2	£38,787	£43,597
3	£41,029	£46,117
4	£43,272	£48,638
5	£45,514	£51,158
6	£47,757	£53,679