



National Health Service in Scotland
Management Executive

St. Andrew's House
Edinburgh EH1 3DG

Dear Colleague

**REMUNERATION AND CONDITIONS OF SERVICE OF
WHOLE-TIME HOSPITAL CHAPLAINS AND
WHOLE-TIME CHAPLAINS' ASSISTANTS**

Summary

1. Hospital Chaplains in Scotland are employed by the religious organisations to which they belong and provide their services under arrangements agreed between these organisations and Health Boards and NHS Trusts. However, it has been the convention that their remuneration and conditions of service are the same as those authorised for chaplains in England and Wales. This letter informs Boards and Trusts of rates of remuneration and allowances authorised for whole-time chaplains and whole-time chaplains assistants with effect from 1 April 1993.

Action

2. Details of the revised rates are set out in the Appendix to this letter. Health Boards and Trusts are asked to bring the new rates to the attention of chaplains and where appropriate make any necessary arrangements to implement them as soon as possible.

3. NHS MEL(1992)10 notified Boards that as from 9 January 1992 appropriate pay rates and conditions of service for part-time chaplains would no longer be agreed centrally for England and Wales. These are now a matter for all employing authorities to determine locally. Boards may wish now to consider whether a revision of the current rates for part-time chaplains would be appropriate. It should be noted that all Church of Scotland part-time chaplains are appointed by the General Secretary of the Department of National Mission of the Church of Scotland.

4. This letter should be copied to Unit General Managers for action as required.

16 July 1993

Addressees

For information:
General Managers,
Health Boards

General Manager,
Common Services Agency

General Manager,
State Hospital

General Manager,
Health Education Board
for Scotland

Chief Executives,
NHS Trusts

Enquiries to:

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Our ref: PTA/3/10

5. Chaplains should direct enquiries about the contents of this letter to their church authorities.

Yours sincerely

A handwritten signature in cursive script that reads "A J Matheson". The signature is written in black ink and is positioned above a solid horizontal line.

A J MATHESON
Director of Manpower

A. WHOLE-TIME HOSPITAL CHAPLAINS AND CHAPLAINS'
ASSISTANTS - SALARIES

Payscale	Pay Point on Common Spine	Salary Scales	Salary Scales
		wef 1 April 1992	wef 1 April 1993
		£pa	£pa
Whole-time	19	12,187	12,370
Hospital	20	12,675	12,865
Chaplains	21	13,181	13,379
Assistant	22	*13,709	*13,915
	23	**14,258	**14,472
Whole-time	28	17,345	17,605
Hospital	29	18,039	18,310
Chaplain	30	18,761	19,042
	31	*19,512	*19,805
	32	**20,291	**20,595

Pay points and codes marked * are for use only when pay scales have been advanced in accordance with Appendix B of SHHD/DGM(1990)102.

B. ACCOMMODATION ALLOWANCE FOR WHOLE-TIME CHAPLAINS AND
WHOLE-TIME HOSPITAL CHAPLAINS' ASSISTANTS

With effect from 1 April 1993 the accommodation allowance for whole-time hospital chaplains and whole-time chaplains' assistants is £2,923 per annum (maximum rate).

C. SPECIAL ALLOWANCE FOR CHAPLAINS AND CHAPLAINS'
ASSISTANTS EMPLOYED IN REGIONAL SECURE UNITS

With effect from 1 April 1993 the special allowance for chaplains and chaplains' assistants employed in Regional Secure Units is £870 per annum.