



THE SCOTTISH OFFICE

National Health Service in Scotland Management Executive

NHS:
MEL(1995)15

St. Andrew's House
Edinburgh EH1 3DG

Dear Colleague

PAY AND CONDITIONS OF SERVICE: GENERAL AND SENIOR MANAGERS

Summary

1. This letter announces revised pay arrangements for general and senior managers employed by Health Boards, the CSA, the State Hospital, HEBS and the SCPMDE. These are commended to NHS Trusts:

1.1 From 1 April 1994 a change to the pay ranges for general and senior managers. There is also a reduction to the abatements to Grades 9-12 as from 1 September 1994.

1.2 From 1 September 1994 an uplift of 2.4% to the pay of individual general and senior managers.

1.3 An amendment to the wording in the Schedule to the Direction of 30 August 1993 attached to NHS letter MEL(1993)114.

2. Details of the adjustments are given in the Appendix to this Letter.

Action

3. This letter should be copied to Unit General Managers as required.

Yours sincerely

MR SIBBALD

M R SIBBALD
Director of Human Resources

27th February 1995

Addressees

For action:
General Managers,
Health Boards

General Manager,
Common Services Agency

General Manager, State
Hospital

General Manager,
Health Education Board
for Scotland

Executive Director,
Scottish Council for
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APPENDIX

1. The Direction to this MEL makes adjustments to the pay arrangements for general and senior managers contained in MEL(1993)114. These adjustments are set out below.
2. The pay of individual general and senior managers to whom the arrangements in MEL(1993)114 apply is uplifted by 2.4% as from 1 September 1994.
3. Paragraph 11 of the Appendix to MEL(1993)114 explained that the aim of the policy is that the maximum salary for general and senior managers - excluding those working in directly managed units - will be set at 1 April each year at the median of practice in the industrial and service sector at 1 January in that year; for those working in directly managed units, the maximum will be likewise the corresponding lower quartile. Salary levels will be reviewed each year by the Management Executive. The Management Executive has reviewed the salary levels and, in accordance with the above arrangements has determined new pay ranges as from 1 April 1994. These are set out in Table A in the Schedule to the attached Direction.
4. When introduced in 1 September 1993 the pay ranges for grades 9-12 were moderated downwards from those of the industrial and service sector comparators as at 1 January 1993. The abatements have been reduced as from 1 September 1994 and the pay ranges set out in Table B in the Schedule to the attached Direction take account of this reduction.
5. Paragraph 3 of Table B of the Schedule to the Direction in MEL(1993)114 stated "X is the annual uplift for the grade". This was incorrect as the intention was that X be the annual uplift for the individual. This drafting error is corrected.



DIRECTION

The General and Senior Managers' (Remuneration and Conditions of Service) Direction 1995

The Secretary of State in exercise of powers conferred on him by section 105(7) of paragraph 5 of Schedule 1 and paragraph 7 of Schedule 5 to the National Health Service (Scotland) Act 1978^(a) hereby gives the following Direction:

1. This Direction may be cited as the General and Senior Managers' (Remuneration and Conditions of Service) Direction 1995 and is given to Health Boards, the Common Services Agency and the Health Education Board for Scotland and the Scottish Council for Postgraduate Medical and Dental Education.

2. The ranges of pay set out in Table D of the Schedule to the Direction of 30 August 1993 attached to NHS Circular: MEL(1993)114 are cancelled and replaced as from 1 April 1994 by Table A in the Schedule attached to this Direction.

3. The separate ranges of pay set out in Table D to the Schedule to The General and Senior Managers (Remuneration and Conditions of Service) Direction 1993 are cancelled and replaced as follows:

3.1 Table A in the Schedule to this Direction shall have effect in place of the said Table D with effect from 1 April 1994 and up to and including 31 August 1994;

3.2 Table B in the Schedule to this Direction shall have effect in place of the said Table D and Table A with effect from 1 September 1994.

4. In paragraph 3 of Table B in the Schedule to the Direction of 30 August 1993, the words "the annual uplift for the grade" shall be deleted and replaced by "any annual uplift which may be determined by the Secretary of State for Scotland".

M R SIBBALD

M R SIBBALD
Director of Human Resources

St Andrew's House
EDINBURGH

24 February 1995

(a) 1978 c.29; section 105(7) was amended by the Health Services Act 1980 (c.53) ("the 1980 Act"), Schedule 6, paragraph 5 and Schedule 7 and by the Health and Social Services and Social Security Adjudications Act 1983 (c.41), Schedule 9, paragraph 24; paragraph 5 of Schedule 1 was amended by the 1980 Act, Schedule 6, paragraph 7(2); paragraph 7 of Schedule 5 was amended by the 1980 Act, Schedule 6, paragraph 8(3).

TABLE A

SCHEDULE

PAY RANGES FROM 1 APRIL 1994

Grade	Job Units		Pay Ranges (Trusts and Purchasers)		Pay Ranges (DMUs)	
	Min	Max	Threshold (80%)	Max (100%)	Threshold (80%)	Max (100%)
0	269	313	13,518	16,896	13,518	16,896
1	314	370	14,964	18,706	14,781	18,476
2	371	438	16,944	21,180	16,360	20,449
3	439	518	19,353	24,191	18,228	22,786
4	519	613	22,138	27,673	20,439	25,548
5	614	734	26,006	32,509	23,604	29,505
6	735	879	29,920	37,400	27,467	34,335
7	880	1,055	35,677	44,596	32,522	40,653
8	1,056	1,260	42,154	52,693	38,539	48,174
9	1,261	1,507	48,254	59,203	43,470	54,337
10	1,508	1,800	53,669	67,085	49,715	62,145
11	1,801	2,140	60,194	75,241	56,433	70,541
12	2,141	2,550	70,158	87,697	64,684	80,853

TABLE B

SCHEDULE

PAY RANGES FROM 1 SEPTEMBER 1994

Grade	Job Units		Pay Ranges		Pay Ranges	
			(Trusts and Purchasers)		(DMUs)	
	Min	Max	Threshold (80%)	Max (100%)	Threshold (80%)	Max (100%)
0	269	313	13,518	16,896	13,518	16,896
1	314	370	14,964	18,706	14,781	18,476
2	371	438	16,944	21,180	16,360	20,449
3	439	518	19,353	24,191	18,228	22,786
4	519	613	22,138	27,673	20,439	25,548
5	614	734	26,006	32,509	23,604	29,505
6	735	879	29,920	37,400	27,467	34,335
7	880	1,055	35,677	44,596	32,522	40,653
8	1,056	1,260	42,154	52,693	38,539	48,174
9	1,261	1,507	48,751	59,813	43,918	54,898
10	1,508	1,800	54,240	67,799	50,244	62,806
11	1,801	2,140	60,855	76,068	57,053	71,316
12	2,141	2,550	70,955	88,694	65,419	81,772



THE SCOTTISH OFFICE

National Health Service in Scotland
Management Executive

**Corrigendum to
NHS Circular:
MEL(1995)15:**

St. Andrew's House
Edinburgh EH1 3DG

8398

Dear Colleague

NHS CIRCULAR MEL(1995)15: CORRIGENDUM

PAY AND CONDITIONS OF SERVICE OF GENERAL AND SENIOR MANAGERS

Summary

1. This letter corrects the 80% Threshold for Grade 9 in the Pay Ranges for Trusts and Purchasers in Tables A and B of the Schedule to the General and Senior Managers' (Remuneration and Conditions of Service) Direction 1995. This was issued with NHS letter MEL(1995)15 on 27 February 1995.

Action

2. The following corrections should be made to Tables A and B of the Schedule to the Direction under the Pay Ranges for Trusts and Purchasers:

- i. Table A (Pay Ranges from 1 April 1994)
Grade 9 amend £48,254 to £47,363.
- ii. Table B (Pay Ranges from 1 September 1994)
Grade 9 amend £48,751 to £47,851.

Yours sincerely

M R Sibbald

M R SIBBALD
Director of Human Resources

10 March 1995

Addressees

For action:

General Managers,
Health Boards

General Manager,
Common Services Agency

General Manager, State
Hospital

General Manager,
Health Education Board
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Executive Director,
Scottish Council for
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Chief Executives, NHS
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