



18 APR 1996

NHS Management Executive
St. Andrew's House
Edinburgh EH1 3DG
11 April 1996

Dear Colleague

WHOLE-TIME HOSPITAL CHAPLAINS AND WHOLE-TIMES CHAPLAINS' ASSISTANTS

- I UPRATING OF 1995 NATIONAL SALARY SCALES CONSOLIDATING THE OVERALL 1995-96 LOCAL PAY INCREASES**
- II INCREASING TO NATIONAL SALARY SCALES**
- III LOCAL NEGOTIATIONS FOR FURTHER PAY INCREASES**

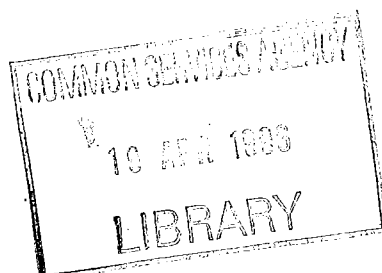
Summary

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 based on those authorised for chaplains in England and Wales.

The new arrangements set out in this letter and its Appendices provide for increases in salary scales and London Allowances for further local payments to staff to be agreed with employers, and a framework for uprating the national rates in the light of local payments. The details of the agreement are as follows:

- I UPRATING OF 1995 NATIONAL SALARY SCALES CONSOLIDATING THE OVERALL 1995-96 LOCAL PAY INCREASES**

- with effect from 1 April 1996, a 2% uprating of national scales - based on the 1994 national rates - which, when added to the 1% increase already included in the 1995 national rates, consolidates the overall 1995-96 local pay increases:



Addressees

For information:
General Managers,
Health Boards

General Manager,
Common Services Agency

General Manager,
State Hospitals Board for Scotland

General Manager,
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Chief Executives,
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II INCREASES TO NATIONAL SALARY SCALES

- with effect from 1 April 1996, a further 2 % increase to the uprated national pay rates providing a base for:

III LOCAL NEGOTIATIONS FOR FURTHER PAY INCREASES

- in addition to the increase in the national basic salary rates, there shall be local negotiations and agreement with appropriate representatives of staff organisations for further increases to basic rates.

2. The effect of the changes stemming from I and II are now reflected in a single set of tables and the 1995 dedicated pay scales for non-trust staff issued with NHS MEL (1995)91 (Appendix B) can be destroyed.

ACCOMMODATION AND REGIONAL SECURE UNIT ALLOWANCES

3. The Regional Secure Unit and London allowances were not increased in these agreements. Any changes to these rates are matters for local agreement.

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

Yours sincerely

MR SIBBALD

MR SIBBALD
Director of Human Resources

APPENDIX A

**WHOLE TIME HOSPITAL CHAPLAINS AND WHOLE TIME HOSPITAL
CHAPLAINS' ASSISTANTS - SALARIES WITH EFFECT FROM 1 APRIL 1996**

Payscale	Pay Point on Common Spine	Salary Scales wef 1 April 1996
Whole-time hospital Chaplains' assistant		£pa
	19	13302
	20	13833
	21	14386
	22	*14962
	23	**15561
Whole-time hospital Chaplain		
	28	18931
	29	19688
	30	20475
	31	*21296
	32	**22145

Pay points and codes marked * are for use only when paycales have been advanced in accordance with Appendix B of SHHD/DGM(1991)70.