



*Personal*

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

16th September 1997

Dear Colleague

**WHOLE TIME HOSPITAL CHAPLAINS AND WHOLE TIME HOSPITAL CHAPLAINS' ASSISTANTS**

**Pay for 1997-98**

**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:

**National Pay Rates for 1997-98**

2. With effect from 1 April 1997 and 1 December 1997 national salary scales are increased as follows:

- i) from 1 April 1997 national scales will be increased by 2.8% over the 1 April 1996 national scales: this incorporates 2% as the first stage of the 1997/98 increase and the uprating factor of 0.8% for 1996/97;

**Addressees**

For information:

General Managers, Health Boards

General Manager, Common Services Agency

General Manager, State Hospitals Board for Scotland

Chief Executive, Health Education Board for Scotland

Chief Executives, NHS Trusts

Executive Director, SCPMDE

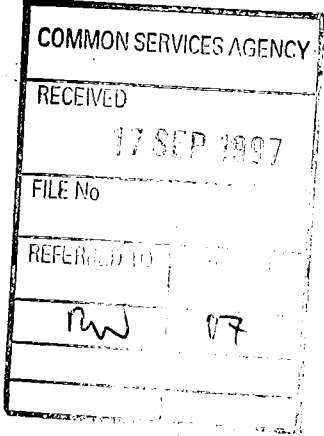
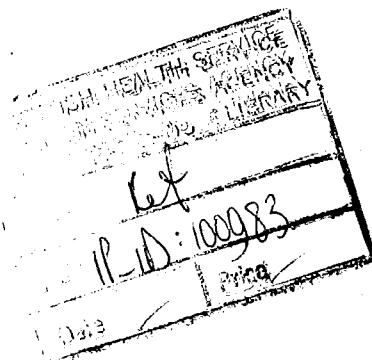
To be copied to Unit General Managers for action

**Enquiries to:**

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- ii) from 1 December 1997 pay scales will be increased by 4.11% relative to the 1 April 1996 national scales;
- iii) the attached technical note explains these figures.

#### **Local Increases in Pay for 1997-98**

3. Under the provisions of the National Framework Agreement on Pay, in addition to the nationally determined increases to pay scales there is scope for local negotiations and agreement with appropriate representatives of staff organisations for further increases to basic rates.

#### **Allowances**

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

#### **Other Matters**

5. Employing authorities are asked to make their own arrangements for obtaining any extra copies of this NHS MEL.

6. Employees should direct their personal enquiries to their employing authority or NHS Trust.

Yours sincerely



GERRY MARR  
Director of Human Resources

## TECHNICAL NOTE

### (i) Why do scales increase by 4.11% from 1 December 1997?

Take the national pay scales at 1 April 1996, as published in NHS MEL(1996)37 as 100. These included a 2% national increase for all whole time hospital chaplains and whole time hospital chaplains' assistants in 1996/97 in addition to uprating to take account of local pay in 1995/96. There was provision for further increases for 1996/97 to be negotiated locally.

The Management Side of the Scientific and Professional Staffs Whitley Council and representatives of staff agreed that for 1996/97 there should be a total uprating of 2.8% over the uprated 1995/96 salary scales, that is, a further 0.8% from April 1997, in addition to the 2% increase in national scales agreed for 1996/97.

The Management Side and staff representatives agreed for 1997/98 a 3.3% increase in the uprated national scales. This increase is to be paid in 2 parts. From 1 December 1997, therefore, national pay scales will be increased by 4.11% relative to the 1 April 1996 national scales, calculated as follows:

$$1 \text{ April 1996 scales} \times \frac{(\text{uprating factor including nat. element}) \times (1997/98 \text{ nat. increase})}{(1996/97 \text{ nat. increase})}$$

or

$$100 \times \frac{(1.028) \times (1.033)}{(1.02)} = 104.11$$

### (ii) Why do scales increase by 2.8% from 1 April 1997?

The Management Side and staff representatives agreed to the staging of the award in line with that for nurses so that 2% is paid from 1 April 1997. The formula as above is:

$$100 \times \frac{1.028}{1.02} \times 1.02 = 102.8$$

APPENDIX A

WHOLE TIME HOSPITAL CHAPLAINS AND WHOLE TIME HOSPITAL  
CHAPLAINS' ASSISTANTS

SALARIES WITH EFFECT FROM 1 APRIL 1997

| Payscale   | Pay Point on Common Spine | Salary Scales wef<br>1 April 1997 |
|--|---------------------------|-----------------------------------|
| Whole-time<br>hospital<br>chaplains'<br>assistant<br><br><br><br><br><br>Whole-time<br>hospital<br>chaplains |                           | £pa                               |
|  | 19                        | 13,674                            |
|  | 20                        | 14,220                            |
|  | 21                        | 14,789                            |
|  | 22                        | 15,381                            |
|  | 23                        | 15,997                            |
|  |                           |                                   |
|  | 28                        | 19,461                            |
|  | 29                        | 20,239                            |
|  | 30                        | 21,048                            |
| 31   | 21,892                    |                                   |
| 32   | 22,765                    |                                   |

APPENDIX B

WHOLE TIME HOSPITAL CHAPLAINS AND WHOLE TIME HOSPITAL  
CHAPLAINS' ASSISTANTS

SALARIES WITH EFFECT FROM 1 DECEMBER 1997

| Payscale  | Pay Point on Common Spine | Salary Scales wef<br>1 April 1997 |
|---|---------------------------|-----------------------------------|
| Whole-time<br>hospital<br>chaplains'<br>assistant | 19                        | £pa<br>13,849                     |
|   | 20                        | 14,402                            |
|   | 21                        | 14,977                            |
|   | 22                        | 15,577                            |
|   | 23                        | 16,201                            |
| Whole-time<br>hospital<br>chaplains               | 28                        | 19,709                            |
|   | 29                        | 20,497                            |
|   | 30                        | 21,317                            |
|   | 31                        | 22,171                            |
|   | 32                        | 23,055                            |