



THE SCOTTISH OFFICE

Department of Health

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

20th August 1998

Dear Colleague

WHOLE TIME HOSPITAL CHAPLAINS AND WHOLE TIME HOSPITAL CHAPLAINS' ASSISTANTS

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

Pay for 1998-99

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.

2. The new arrangements set out in this letter and its Appendices provide for increases in salary scales to be agreed with employers. The details of the agreement are as follows:

National Pay Rates for 1998-99

3. With effect from 1 April 1998 and 1 December 1998 national salary scales are increased as follows:

- i) pay scales for Whole-Time Hospital Chaplains and Whole-Time Hospital Chaplains' Assistants will increase by 3.8% - 2% from 1 April 1998, rising to 3.8% from 1 December 1998.

Revised salaries for Whole-Time Hospital Chaplains and Whole-Time Hospital Chaplains' Assistants in Scotland are set out in the attached replacement pages for Appendices A and B.

Enquiries to:

Miss B Burnett
Directorate of Human Resources
Department of Health
Room 65
St Andrew's House
EDINBURGH EH1 3DG

Tel: 0131-244 2473
Fax: 0131-244 2837

Enquiries

4. Employees should direct their personal enquiries to their employing Health Board or Trust.
5. Employers are asked to make their own arrangements for obtaining any additional copies of this circular.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Gerry Marr'. The signature is written in a cursive style with a large initial 'G'.

GERRY MARR
Director of Human Resources

APPENDIX A

WHOLE TIME HOSPITAL CHAPLAINS AND WHOLE TIME HOSPITAL
CHAPLAINS' ASSISTANTS

SALARIES WITH EFFECT FROM 1 APRIL 1998

Payscale	Pay Point on Common Spine	Salary Scales wef 1 April 1998
Whole-time hospital chaplains' assistant Whole-time hospital chaplains		£pa
	19	14,126
	20	14,690
	21	15,277
	22	15,889
	23	16,525
	28	20,103
	29	20,907
	30	21,743
	31	22,614
32	23,516	

APPENDIX B

WHOLE TIME HOSPITAL CHAPLAINS AND WHOLE TIME HOSPITAL
CHAPLAINS' ASSISTANTS

SALARIES WITH EFFECT FROM 1 DECEMBER 1998

Payscale	Pay Point on Common Spine	Salary Scales wef 1 December 1998
Whole-time hospital chaplains' assistant	19	£pa 14,375
	20	14,949
	21	15,546
	22	16,169
	23	16,817
Whole-time hospital chaplains	28	20,458
	29	21,276
	30	22,127
	31	23,013
	32	23,931