



## SCOTTISH EXECUTIVE

Health Department  
Human Resources Directorate

[please see also amendment published 23 June 2003](#)

Dear Colleague

### **NURSES' AND MIDWIVES' PAY FOR 2003/2004**

- **Increases to pay scales**
- **Increases to cash based allowances**

#### **Summary**

1. I am writing to inform you that the Nursing and Midwifery Staffs Negotiating Council has reached agreement on the issues listed above.

#### **National Pay Rates for Nurses, Midwives and Health Visitors for 2003/2004**

2. With effect from 1 April 2003 national salary scales for nurses, midwives and health visitors are increased by 3.225%. Revised salaries for full-time nursing and midwifery staff in Scotland are set out in the attached replacement pages for Appendix 2, Part I of the Nursing and Midwifery Staffs Negotiating Council Handbook (the Handbook) as follows:

#### **Basic Salaries with Effect from 1 April 2003**

Section I	Clinical Grading Structure
Section III	Education Staff
Section IV	Day Nursery Staff
Appendix 11	Nurse, Midwife and Health Visitors Consultants

3. Part-time staff shall be paid pro-rata.

19 June 2003

#### **Addressees**

##### For action

Chief Executives,  
NHSScotland Boards and  
Special Health Boards

Chief Executive, Common Services  
Agency

Chief Executive, State Hospital

Chief Executives, NHSScotland Trusts

##### For information

Chief Executive, Health Education  
Board for Scotland

Executive Director NHS Education  
For Scotland

Members, Scottish Partnership Forum

Members HR Forum

#### **Enquiries to:**

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### **Amendment No 41**

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## **Increases to Leads and Allowances**

4. National rates for cash based leads and allowances have been increased by 3.225% from 1 April 2003. Revised rates of leads and allowances are set out in the attached replacement page for Appendix 3 of the Nursing and Midwifery Staffs Negotiating Council Handbook.

## **Scottish Ministers' Approval**

5. Employers should implement this agreement, which has been approved by Scottish Ministers under Regulation 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No.537). A copy of the formal approval is attached.

## **Action**

6. NHS Boards, Special Health Boards and NHSScotland Trusts who employ staff on national contracts should:

- i. Ensure that the necessary arrangements are made as soon as possible to pay the national salaries effective from 1 April 2003; and
- ii. Notify Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

7. The replacement pages form Amendment Number 41 and replace page numbers: A11/4, A2 1/1, A2 1/3, A2 1/4, A3/1.

## **Enquiries**

8. Employees should direct their personal enquiries to their employing NHS Board, Special Health Board or NHSScotland Trust.

9. Employers are asked to make their own arrangements for obtaining any additional copies of this Circular. This Circular can also be viewed on - <http://www.scot.nhs.uk/sehd/pcs.asp>.

## **Amendment No 41**

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**Destruction Date**

10. This Circular need not be retained more than 4 years after issue.

Yours sincerely

**MICHAEL PALMER**  
Assistant Director of Human Resources (Workforce and Policy)

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**Pay Range for Nurse, Midwife and Health Visitor Consultants**

	£	Standard Payroll System Code
<b>Point 1</b>		D101
<b>Point 2</b>		D102
<b>Point 3</b>		D103
<b>Point 4</b>	35,035	D104
<b>Point 5</b>	36,115	D105
<b>Point 6</b>	37,220	D106
<b>Point 7</b>	38,335	D107
<b>Point 8</b>	39,445	D108
<b>Point 9</b>	40,570	D109
<b>Point 10</b>	41,735	D110
<b>Point 11</b>	42,945	D111
<b>Point 12</b>	44,180	D112
<b>Point 13</b>	45,470	D113
<b>Point 14</b>	46,785	D114
<b>Point 15</b>	48,185	D115

**A 11/4**

**Amendment No 41**

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NURSING AND MIDWIFERY STAFFS' PAY SCALES EFFECTIVE FROM 1 APRIL 2003- CLINICAL GRADING STRUCTURE

Standard Payroll System Code	Pay Grade Title/Scale	Min	Incremental Points								Pay Spine Points
			1	2	3	4	5	6	7	8	
		£	£	£	£	£	£	£	£	£	
N002 N003	Scale A	Point 3 10050	10400	10755	11110	11465	11825	12220	N/SVQII (a)12615		3 to 10
N012 N014	Scale B	Point 8 11825	12220	12615	13030	13465	N/SVQIII (b)13920				8 to 13
D001 D002 D070 D071 D190	Scale C	Point 12 13465	13920	14400	14920	15445	15975	16525			12 to 18
D007 D008 D010 D011 D290 D291	Scale D	Point 18 16525	17080	17660	18240						18 to 21
D013 D014 D016 D017 D390 D391	Scale E	Point 20 17660	18240	18890	19585	20450	21325				20 to 25
D018	Midwifery Scale	17660	19585	20450	21325	21325	22215	23110	24005	24455	
D019 D020 D491	Scale F	Point 23 19585	20450	21325	22215	23110	24005	24455			23 to 29
D031/2 D034/5	Scale F Disc	24905*	25360*								
D022 D023 D591 D593	Scale G	Point 27 23110	24005	24905	25815	26725	27190				27 to 32
D037/8 D040/41	Scale G Disc	27655*	28125*								
D025 D026 D691	Scale H	Point 30 25815	26725	27655	28590	29525	30005				30 to 35
D043/44 D046/47	Scale H Disc	30480*	30960*								
D028 D029	Scale I	Point 33 28590	29525	30480	31440	32405	32860				33 to 38
D052/53 D055/56 D792	Scale I Disc	33340*	33820*								

\*starred points shown in italics are discretionary points.

Pay codes D007/D008 should be assigned to second level (enrolled) nurses, and pay codes D010/D011 to first level (registered) nurses including nurses holding the certificate of the British Thoracic Association. This information is required for manpower planning purposes.

Pay code D018 - midwifery agreement promulgated in PCS(NM)2001/1-(Appendix 11) For new starters from 1 April 2002

Points shown as (a) & (b) are additional increments at the top of grades A and B for staff who have achieved 'CARE' N/SVQs and should be awarded as set out in paras 7 & 8 of PCS(NM)2002/1. Pay code N004/ N005 should be assigned to Grade A and N015/N016 assigned to Grade B.

**APPENDIX 2  
PART 1  
SECTION III  
SCOTLAND**

**NURSING AND MIDWIFERY STAFFS' PAY SCALES EFFECTIVE FROM 1 APRIL 2003  
EDUCATION STAFF**

Standard Payroll System Code	Pay Grade Title/Scale	Min	Incremental Points				Pay Spine
			1	2	3	4	Points
		£	£	£	£	£	
D950	Grade 1	Point 1 25905	26795	27685	28585	29525	1 to 5
D955	Grade 2	Point 4 28585	29525	30465	31405	32450	4 to 8
D960	Grade 3	Point 7 31405	32450	33595	34790	35995	7 to 11
D965	Grade 4	Point 10 34790	35995	37295	38595	39950	10 to 14
D970	Grade 5	Point 13 38595	39950	41320	42690	44100	13 to 17
D975	Grade 6	Point 16 42690	44100	45530	47025	48525	16 to 20
D980	Grade 7	Point 19 47025	48525	50025	51525	53035	19 to 23

**NHS CIRCULAR:  
PCS(NM) 2003/1**

**APPENDIX 2  
PART 1  
SECTION IV  
SCOTLAND**

**NURSING AND MIDWIFERY STAFFS' PAY SCALES EFFECTIVE FROM 1 APRIL 2003  
DAY NURSERY STAFF**

Standard Payroll System Code	Pay Grade Title	Min	Incremental Points							
			1	2	3	4	5	6	7	8
		£	£	£	£	£	£	£	£	£
<b>DAY NURSERY STAFF</b>										
D925	Staff nursery nurse (SNNEBScotland)	11370	11675	12010	12350	12690	13030			
	Day nursery matron									
D928	Under 30 Places	14240	14705	15180	15655	16130	16605	17080	17555	18030
D929	30 to 59 Places	14425	14890	15355	15820	16285	16750	17220	17705	18190

**LEADS AND ALLOWANCES - SEE SECTION 5 \***  
**with effect from 1 April 2003**

			Handbook paragraph(s) Reference
<b>Stand-by -</b>	Overnight.....	£ 19.19	5.16
	weekend - per period.....	£ 26.08	
	statutory/public holiday - per period.....	£ 33.30	
<b>On-call</b>	Overnight.....	£ 9.57	5.17-5.20
	weekend - per period.....	£ 14.28	
	Statutory/public holiday - per period.....	£ 19.19	
<b>Psychiatric Lead</b>		£ 581 per annum	5.27-5.28
<b>Geriatric Lead</b>		£ 177 per annum	5.29-5.30
<b>RSU Special Allowance</b>		£ 1,357 per annum	5.31-5.33
<b>Miscellaneous Allowances:</b>			
	Treatment of STD allowance.....	4%	5.38
	Offshore Islands' allowance.....	4%	5.39
	Blood Transfusion Centres - Team Leader allowance.....	10%	5.4
	Nursing of Highly Infectious Communicable Diseases allowance.....	1.5 x basic salary	5.41
	Initial Expenses allowance.....	£59	5.43

\* Leads and Allowances are not payable to staff in the Senior Nurse/Senior Midwife Structure  
(See Paragraph 8 of Appendix 5)