



SCOTTISH EXECUTIVE

Health Department
Human Resources Directorate

Dear Colleague

ALLIED HEALTH PROFESSIONS AND RELATED GRADES OF STAFF PAY FOR 2003/2004

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

Summary

1. I am writing to inform you that the Allied Health Professions and Related Grades of Staff (PTA) Council has reached agreement on the issues listed above. The details of the agreements are set out below.

National Pay Rates for Allied Health Professions and Related Grades of Staff for 2003/2004

2. With effect from 1 April 2003 national salary scales for Allied Health Professions and related grades of staff are increased by 3.225%. Revised salaries for full-time therapy staff in Scotland are set out in the attached replacement pages for Appendix A and F of the Allied Health Professions to Medicine and Related Grades of Staff (PT'A') Council Handbook (the Handbook).

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

23 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:

General Manager, Health Education
Board for Scotland

Chief Executive, NHS Education for
Scotland

Members: Scottish Partnership Forum

Members: HR Forum

Enquiries to:

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Cmkpams2003

Increases to Leads and Allowances

4. National rates for cash based allowances have been increased by 3.225% from 1 April 2003. The new rates replace the existing national rates. Revised rates of allowances are set out in the attached replacement page for Appendix B of the Handbook.

Scottish Ministers' Approval

5. Employers should implement these agreements, which have been approved by Scottish Ministers under Regulations 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 18 and replace page numbers A1 to A12 inclusive and B1.

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.show.scot.nhs.uk/sehd/pcs.asp>.

Destruction Date

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

Yours sincerely

MIKE PALMER

Assistant Director of Human Resources (Workforce and Policy)

**NHS CIRCULAR:
PCS(PAM)(PTA)2003/2**

**APPENDIX F
ANNEX 3**

Pay Range for PAMS/AHP Consultant Posts

1 April 2003

£

Point 1	
Point 2	
Point 3	
Point 4	35,035
Point 5	36,115
Point 6	37,220
Point 7	38,335
Point 8	39,445
Point 9	40,570
Point 10	41,735
Point 11	42,945
Point 12	44,180
Point 13	45,470
Point 14	46,785
Point 15	48,185

ALLIED HEALTH PROFESSIONS

APPENDIX A

CHIROPODISTS

FOOT CARE ASSISTANTS

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E095	Area Senior Chief	34085	35295	36505	37715			
	Area Chief I	33025	34085	35295	36505			
E098	Area Chief II	29950	30960	31970	33025			
E101	Chief II	28020	28965	29950	30960			
<i>E431/2</i>	<i>Chief III Discretionary</i>	<i>28965*</i>	<i>29465*</i>					
E102	Chief III	25805	26525	27265	28020	28495		
<i>E434/5</i>	<i>Chief IV Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E103	Chief IV	22535	23615	24705	25805	26525	26900	
<i>E437/8</i>	<i>Senior I Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E104	Senior I	22535	23615	24705	25805	26525	26900	
<i>E440/41</i>	<i>Senior II Discretionary</i>	<i>24705*</i>	<i>25255*</i>					
E105	Senior II	18970	19775	20695	21615	22535	23615	24160
E106	Chiropodist	17670	18320	18970	19775			
	Teaching Grades							
	Principal 24+	37225	38320	39445	40570			
	Principal I	33975	35035	36120	37225			
	Principal II	31505	32735	33975	35035			
	Senior Teacher	30320	31505	32735	33975			
E113	Teacher	27955	29135	30320	31505			
	Student Teacher	17030	17670	18320	18970			
	Footcare Assistants							
P254	Aged 19 and over	10790	11090	11430	11770	12120	12505	
	Aged 18	10410						
P256	Relevant N/SVQ Level 2^	12890						
P257	Relevant N/SVQ Level 3^	13275						

* starred points shown in italics are **discretionary points**

Graduate Chiropodists who have completed four years training enter the Basic Grade at the second incremental point and maintain a one increment lead through the Basic Grade to the career maximum

ALLIED HEALTH PROFESSIONS

APPENDIX A

DIETITIANS

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E429	Area Senior Chief	34085	35295	36505	37715			
E146	Area Chief I	33025	34085	35295	36505			
E147	Area Chief II	29950	30960	31970	33025			
<i>E443/4</i>	<i>Chief III Discretionary</i>	<i>28965*</i>	<i>29465*</i>					
E149	Chief III	25805	26525	27265	28020	28495		
<i>E446/7</i>	<i>Chief IV Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E152	Chief IV	22535	23615	24705	25805	26525	26900	
<i>E449/450</i>	<i>Senior I Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E153	Senior I	22535	23615	24705	25805	26525	26900	
<i>E452/3</i>	<i>Senior II Discretionary</i>	<i>24705*</i>	<i>25255*</i>					
E154	Senior II	18970	19775	20695	21615	22535	23615	24160
E155	Dietitian/Graduate Entrant	18320	18970	19775				
E156	Dietitian/Diploma Entrant	17670	18320	18970	19775			

*starred points shown in italics are **discretionary points**

ALLIED HEALTH PROFESSIONS

APPENDIX A

OCCUPATIONAL THERAPISTS

OCCUPATIONAL THERAPY HELPERS

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E 195	Area I	37715	39065					
E 196	Area II	34085	35295	36505	37715			
E 200	Head I	30960	31970	33025	34085			
E 201	Head II	28020	28965	29950	30960			
<i>E455/6</i>	<i>Head III Discretionary</i>	<i>28965*</i>	<i>29465*</i>					
E 202	Head III	25805	26525	27265	28020	28495		
<i>E458/9</i>	<i>Head IV Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E 203	Head IV	22535	23615	24705	25805	26525	26900	
<i>E461/2</i>	<i>Senior I Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E 204	Senior I	22535	23615	24705	25805	26525	26900	
<i>E464/5</i>	<i>Senior II Discretionary</i>	<i>24705*</i>	<i>25255*</i>					
E 205	Senior II	18970	19775	20695	21615	22535	23615	24160
	Occupational Therapist							
E 206	3 years training	17670	18320	18970	19775			
E 207	Graduate entrant 4 years training**	18320	18970	19775				
	Helper under Supervision							
P 251	Aged 19 and over	10790	11090	11430	11770	12120	12505	
P 250	Aged 18	10410						
P 260	Relevant N/SVQ Level 2^	12890						
P 261	Relevant N/SVQ Level 3^	13275						

^See paragraph 6 of PCS(PAM)(PTA)2002/1 for qualifying conditions

** Occupational therapist with a relevant degree

* starred points shown in italics are **discretionary points**

Occupational Therapists who have completed four years training enter the the Basic Grade at the second incremental point and maintain a one increment lead through Basic Grade to the career maximum

ALLIED HEALTH PROFESSIONS

APPENDIX A

OCCUPATIONAL THERAPISTS (Cont'd)

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05
	Teaching Grades	£	£	£	£	£	£
	Principal 24+	37225	38320	39445	40570		
	Principal I	33975	35035	36120	37225		
	Principal II	31505	32735	33975	35035		
	Senior Teacher	30320	31505	32735	33975		
	Teacher	27955	29135	30320	31505		
	Student Teacher	17030	17670	18320	18970		
	Designated District Therapist - Occupational Therapist						
E 197	Head I	31970	33025	34085	35295		
E199	Head II	28965	29950	30960	31970		
E198	Head III	26525	27265	28020	28960		
	Head IV	23615	24705	25805	26525		

ALLIED HEALTH PROFESSIONS

APPENDIX A

ORTHOPTISTS

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E295	Head I	31970	33025	34085	35295			
E297	Head II*	28965	29950	30960	31970			
	Head II**	28020	28965	29950	30960			
<i>E473/4</i>	<i>Head III Discretionary</i>	<i>28965*</i>	<i>29465*</i>					
E300	Head III	25805	26525	27265	28020	28495		
<i>E476/7</i>	<i>Head IV Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E301	Head IV	22535	23615	24705	25805	26525	26900	
<i>E479/80</i>	<i>Senior I Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E302	Senior I	22535	23615	24705	25805	26525	26900	
<i>E482/3</i>	<i>Senior II Discretionary</i>	<i>24705*</i>	<i>25255*</i>					
E303	Senior II	18970	19775	20695	21615	22535	23615	24160
	Orthoptist	17670	18320	18970	19775			
	Teaching Grades							
	Principal 24+	37225	38320	39445	40570			
	Principal I	33975	35035	36120	37225			
	Principal II	31505	32735	33975	35035			
	Senior Teacher	30320	31505	32735	33975			
	Teacher	27955	29135	30320	31505			
	Student Teacher	17030	17670	18320	18970			

* Responsible for a District Orthoptic service in a District with a population of less than 325,000.

** Except for Head II Orthoptists responsible for a District Orthoptic service in a District with a population of less than 325,000.

* starred points shown in italics are **discretionary points**

Graduate Orthoptists who have completed four years' training enter the Basic Grade at the second incremental point and maintain a one increment lead through the Basic Grade to the career maximum

ALLIED HEALTH PROFESSIONS

APPENDIX A

PHYSIOTHERAPISTS

PHYSIOTHERAPY HELPERS

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E345	Area I	37715	39065					
E346	Area II	34085	35295	36505	37715			
E350	Superintendent I	30960	31970	33025	34085			
E351	Superintendent II	28020	28965	29950	30960			
<i>E485/6</i>	<i>Superintendent III Discretionary</i>	<i>28965*</i>	<i>29465*</i>					
E352	Superintendent III	25805	26525	27265	28020	28495		
<i>E488/9</i>	<i>Superintendent IV Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E353	Superintendent IV	22535	23615	24705	25805	26525	26900	
<i>E491/2</i>	<i>Senior I Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E354	Senior I	22535	23615	24705	25805	26525	26900	
<i>E494/5</i>	<i>Senior II Discretionary</i>	<i>24705*</i>	<i>25255*</i>					
E355	Senior II	18970	19775	20695	21615	22535	23615	24160
	Physiotherapist							
E356	3 years training	17670	18320	18970	19775			
E357	Graduate entrant 4 years training*	18320	18970	19775				
	Helper under Supervision							
P252	Aged 19 and over	10790	11090	11430	11770	12120	12505	
P253	Aged 18	10410						
P262	Relevant N/SVQ Level 2^	12890						
P263	Relevant N/SVQ Level 3^	13275						

* Physiotherapist with a relevant degree

* starred points shown in italics are **discretionary points**

Graduate Physiotherapists who have completed four years' training enter the Basic Grade at the second incremental point and maintain a one incremental lead through the Basic Grade to the career maximum

ALLIED HEALTH PROFESSIONS

APPENDIX A

PHYSIOTHERAPISTS (Cont'd)

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05
	Teaching Grades	£	£	£	£	£	£
	Principal 24+	37225	38320	39445	40570		
	Principal I	33975	35035	36120	37225		
	Principal II	31505	32735	33975	35035		
	Senior Teacher	30320	31505	32735	33975		
	Teacher	27955	29135	30320	31505		
	Student Teacher	17030	17670	18320	18970		
	Designated District Therapist - Remedial Gymnasts with protection of salary under paragraph 2-5 Annex A PM(85)15						
	Head I	31970	33025	34085	35295		
	Head II	28965	29950	30960	31970		
	Head III	26525	27265	28020	28965		
	Head IV	23615	24705	25805	26525		

ALLIED HEALTH PROFESSIONS

APPENDIX A

RADIOGRAPHERS

RADIOGRAPHER HELPERS

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
	Area I	34085	35295	36505	37715			
E427	Area II	33025	34085	35295	36505			
E428	Area III	28965	29950	30960	31970			
E400	Superintendent I	30960	31970	33025	34085			
E401	Superintendent II	28020	28965	29950	30960			
<i>E497/8</i>	<i>Superintendent III Discretionary</i>	<i>28965*</i>	<i>29465*</i>					
E402	Superintendent III	25805	26525	27265	28020	28495		
<i>E500/1</i>	<i>Superintendent IV Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
E403	Superintendent IV	22535	23615	24705	25805	26525	26900	
<i>E404</i>	<i>Senior I</i>	<i>22535</i>	<i>23615</i>	<i>24705</i>	<i>25805</i>	<i>26525</i>	<i>26900</i>	
E503/4	<i>Senior I Discretionary</i>	<i>27265*</i>	<i>27645*</i>					
<i>E405</i>	<i>Senior II</i>	<i>18970</i>	<i>19775</i>	<i>20695</i>	<i>21615</i>	<i>22535</i>	<i>23615</i>	<i>24160</i>
E506/7	Senior II Discretionary	24705*	25255*					
E406	Radiographer	17670	18320	18970	19775			
<i>E407</i>	<i>Radiographer Graduate Entrant</i>	<i>18320</i>	<i>18970</i>	<i>19775</i>				
	Teaching Grades							
	Principal 24+	37225	38320	39445	40570			
	Principal I	33975	35035	36120	37225			
	Principal II	31505	32735	33975	35035			
	Senior Teacher	30320	31505	32735	33975			
	Teacher	27955	29135	30320	31505			
	Student Teacher	17030	17670	18320	18970			
	Helper under Supervision							
P259	Aged 19 and over	10790	11090	11430	11770	12120	12505	
P258	Aged 18	10410						
P264	Relevant N/SVQ Level 2^	12890						
P265	Relevant N/SVQ Level 3^	13275						

^See Paragraph 6 of PCS(PAM)(PTA)2002/1 for qualifying conditions

* starred points shown in italics are **discretionary points**
Graduate Radiographers who have completed four years training enter the Basic Grade at the second incremental point and maintain a one incremental lead through the Basic grade to the career maximum

ALLIED HEALTH PROFESSIONS

APPENDIX A

DRAMA THERAPISTS

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
	<i>Head III Discretionary</i>	28965*	29465*					
	Head III	25805	26525	27265	28020	28495		
	<i>Head IV Discretionary</i>	27265*	27645*					
	Head IV	22535	23615	24705	25805	26525	26900	
	<i>Senior I Discretionary</i>	27265*	27645*					
	Senior I	22535	23615	24705	25805	26525	26900	
	<i>Senior II Discretionary</i>	24705*	25255*					
	Senior II	18970	19775	20695	21615	22535	23615	24160
	Drama Therapist	17670	18320	18970	19775			

* starred points shown in italics are **discretionary points**

ALLIED HEALTH PROFESSIONS

APPENDIX A

ART AND MUSIC THERAPISTS

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E240	<i>Head III Discretionary</i>	28965*	29465*					
	Head III	25805	26525	27265	28020	28495		
	<i>Head IV Discretionary</i>	27265*	27645*					
	Head IV	22535	23615	24705	25805	26525	26900	
E467/8	<i>Senior I Discretionary</i>	27265*	27645*					
E242	Senior I	22535	23615	24705	25805	26525	26900	
E470/1	<i>Senior II Discretionary</i>	24705*	25255*					
E243	Senior II	18970	19775	20695	21615	22535	23615	24160
	Art & Music Therapists	17670	18320	18970	19775			

* starred points shown in italics are **discretionary points**

PROFESSIONS ALLIED TO MEDICINE

APPENDIX A

TECHNICAL INSTRUCTORS

EFFECTIVE FROM 1 APRIL 2003

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05
		£	£	£	£	£	£
E285	Grade I	17180	18065	18955	19855	20755	
E286	Grade II	14630	15220	15825	16435	17055	
E287	Grade III	12710	13090	13475	13860	14245	

ALLIED HEALTH PROFESSIONS

APPENDIX A

RATES OF PAY FOR LOCUM TENENS APPOINTMENTS

(see paragraphs 3.6 to 3.7)

EFFECTIVE FROM 1 APRIL 2003

Grade title	Working under supervision per week £	Singlehanded per week £	Senior 1** per week £
Chiropodist Orthoptist Occupational Therapist Physiotherapist Dietitian Radiographer*	396.05	456.18	522.87

* The rate for a Radiographer working single handed is also applicable to a locum Senior Radiographer II in charge of one other qualified member of staff.

** These rates do not apply to supervisory posts, and should be used where the locum concerned is both able and expected to cover fully the duties of the post. Where this is not so the "working under supervision" or "singlehanded" rate should apply as appropriate.

CHIROPODISTS PAID ON A SESSIONAL, SURGERY OR DOMICILIARY TREATMENT FEE BASIS

a **Sessional fees:** for each session of three hours worked in a week

Grade title	Single session £	Two sessions in one day at the same centre (per session) £	Each session in excess of four per week £
Chiropodist	56.22	47.79	28.11
Senior II	64.76	55.04	32.38
Senior I	74.22	63.09	37.11
Student teacher	54.05	45.94	27.03
Teacher	89.27	75.88	44.64

Surgery treatment fee: Fee for each treatment given at surgery is £12.95 per patient

Domicillary treatment fee: Fee for each treatment is £21.58 per patient plus travelling expenses at GWC rates.

ALLOWANCES

The following rates will apply with effect from 1/4/2003

A. STANDBY ALLOWANCE (SEE 3.20-3.21; ALSO 3.31-3.33)

i.	for overnight duty	£19.19
ii.	for each period of weekend duty	£26.08
iii.	for each period of duty during a statutory or public holiday	£33.30

B. ON-CALL ALLOWANCE (SEE 3.22-3.28; ALSO 3.34-3.41)

i.	for overnight duty	£9.57
ii.	for each period of weekend duty	£14.28
iii.	for each period of duty during a statutory or public holiday	£19.19

C. STUDENT TRAINING ALLOWANCE (SEE 3.42-3.45)

i.	Annual allowance for Heads of Department or designated officers responsible for co-ordinating and organising the whole range of clinical training and deployment of students.	£1,663
ii.	Annual allowance for Senior II s and above with direct responsibility for co-ordinating and supervising a part of the clinical training or undertaking some theoretical as well as practical training.	£1,108
iii.	Annual allowance for those designated to play an active part in practical training.	£557

D. RADIATION PROTECTION SUPERVISORS ALLOWANCE (SEE 3.50)

i.	As in paragraph 3.50.1	£456 pa
ii.	As in paragraph 3.50.1	£327pa
iii.	As in paragraph 3.50.1	£220 pa

E. REGIONAL SECURE UNIT ALLOWANCE (SEE 3.51-3.54)

£1,357pa

F. DESIGNATED DISTRICT PHYSIOTHERAPISTS (SEE 3.47-3.49)

£483 pa

G. RESPONSIBILITY ALLOWANCE FOR TEACHER PRINCIPALS IN NHS

SCHOOLS OF CHIROPODY (SEE 3.46)

£1663 pa