



## SCOTTISH EXECUTIVE

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Health Department  
Human Resources Directorate

Dear Colleague

### HEALTHCARE PHARMACISTS

#### INCREASES TO NATIONAL SALARY SCALES FOR 2003/2004

#### INCREASES TO EMERGENCY DUTY COMMITMENT ALLOWANCE

##### Summary

1. I am writing to inform you that the Management Side of the Scientific and Professional Staffs Whitley Council and representatives of healthcare pharmacists have reached agreement on the items listed above.

##### Increases To National Salary Scales for 2003/04

2. With effect from 1 April 2003, national salary scales will be increased by 3.225%.

2.1 Revised salary scales are set out in Appendix A to this circular.

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

30 June 2003

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##### 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

Members, Scottish Partnership  
Forum  
Members, HR Forum

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##### Enquiries to:

Ms Judith Ballantine  
Directorate of Human Resources  
Scottish Executive Health  
Department  
Ground Floor Rear  
St Andrew's House  
EDINBURGH EH1 3DG

Tel: 0131-244-3778

Fax: 0131-244-2837

E-mail:

[Judith.Ballantine@scotland.gsi.gov.uk](mailto:Judith.Ballantine@scotland.gsi.gov.uk)

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### **Increases to Emergency Duty Commitment Allowance**

3. The Emergency Duty Commitment Allowance will be increased by 3.225% with effect from 1 April 2003. The revised national rate is set out in Appendix B to this circular.

### **Scottish Ministers' Approval**

4. Employing authorities should implement these agreements, which have been approved by the Scottish Ministers under Regulation 2 and Regulation 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**

5. 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 and allowances 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.

### **Enquiries**

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

7. 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>

8. Copies of previous Pay Circulars from 2000 may also be obtained on the above website.

**Destruction Date**

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

Yours sincerely

MIKE PALMER  
Assistant Director of Human Resources (Workforce and Policy)

**APPENDIX A**

**SALARIES WITH EFFECT FROM 1 APRIL 2003  
HEALTHCARE PHARMACISTS AND PRE-REGISTRATION GRADUATES**

Pre-Registration Graduate and University and college based sandwich course students undergoing approved pre-registration training in pharmacy departments:-

**G878: £13,316**

SPINE POINT	£pa	A	B	C	D	E	F	G	H
		G600	G605 *G606	G610 *G615 **G620	G625 *G630 **G635	G640 *G645 **G650 ***G655	G660 *G665 **G670 ***G675	G680 *G682 **G684 ***G686	G690 *G692 **G694 ***G696
00	18,733	18,733							
01	19,908	19,908							
02	21,083	21,083	21,083						
03	22,258		22,258						
04	23,434		23,434						
05	23,730		*23,730	23,730					
06	24,864			24,864					
07	25,996			25,996					
08	27,129			27,129					
09	28,262			28,262					
10	29,396			29,396					
11	29,680			*29,680	29,680				
12	30,783			**30,783	30,783				
13	31,884				31,884				
14	32,987				32,987				
15	33,440				33,440	33,440			
16	34,521				*34,521	34,521			
17	35,600				**35,600	35,600			
18	36,681					36,681			
19	37,763					*37,763	37,763		
20	38,843					**38,843	38,843		
21	39,924					***39,924	39,924		
22	41,004						41,004		
23	42,086						*42,086	42,086	
24	43,166						**43,166	43,166	
25	44,247						***44,247	44,247	
26	45,328							45,328	
27	46,408							*46,408	
28	47,489							**47,489	
29	48,569							***48,569	48,569
30	49,650								49,650
31	50,732								50,732
32	51,813								*51,813
33	52,895								**52,895
34	53,975								***53,975

Pay scale codes and salary points marked \* are for use when salary scales have been advanced in accordance with paragraphs 15 and 16 of Appendix J to AL(PH)1/89 and paragraphs 1 and 2 of Appendix H to AL(PH)2/91.

**APPENDIX B**

**EMERGENCY DUTY COMMITMENT ALLOWANCE**

The nationally agreed minimum rate of Emergency Duty Commitment Allowance (effective from 1 April 2003) for healthcare pharmacists who commit to working in emergencies is:-

£2,371 per annum

This allowance will be superannuable. It will be paid pro-rata to part-time staff where appropriate, depending on the proportion of emergency duty undertaken.