



SCOTTISH EXECUTIVE

Health Department
Human Resources Directorate

Dear Colleague

11 May 2004

NEW CONSULTANT CONTRACT INCREASES TO NATIONAL SALARY SCALES AND FEES AND ALLOWANCES FOR 2004-05

Addresses

For action

Chief Executives, NHS Boards and
Special Health Boards

For information

Members, Scottish Partnership Forum
Members, HR Forum

Summary

1. This circular authorises changes with effect from 1 April 2004 in the salary scales and fees and allowances for consultants who have taken up the new consultant contract. The pay increase is 3.225% and will be paid in full as from 1 April 2004.

2. Fees and allowances covered under Sections 9.1 to 9.6 of the new contract have also been increased by 3.225%. Fees and allowances covered under Section 9.7 (ie collaborative fees) are listed in NHS Circular [PCS\(DD\)2004/3](#).

3. Details of the new rates are set out in the attached Annexes to this Circular which replace Appendices 3 and 5(b) of the new contract issued under cover of NHS Circular [PCS\(DD\)2004/2](#) dated 30 March 2004.

4. Employers are asked to implement the new pay awards as soon as possible.

Enquiries to:

Ms L McWilliams
Directorate of Human Resources
St Andrew's House
EDINBURGH EH1 3DG

Tel: 0131-244 2327

Fax: 0131-244 2837

E-mail:

Louise.mcwilliams@scotland.gsi.gov.uk

BB965APR2004



Action

5. NHS Boards are required to:
- Note that the changes set out in the attached appendices give effect to the recommendations of the Review Body on Doctors and Dentists' Remuneration and the agreements reached with the Joint Negotiating Committees.
 - Note the changes set out in the Appendices 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) following consultations with representatives of the Service.
 - Replace Appendix 3 of the new consultant contract issued under cover of NHS Circular PCS(DD)2004/2 dated 30 March 2004 with Annex A to this Circular.
 - Replace Appendix 5(b) of the new consultant contract with Annex B to this Circular. These changes should be recorded as Amendment No 1 to the new contract.
 - Make the necessary arrangements to pay the salaries and fees notified in the Annexes to this Circular from 1 April 2004;
 - Notify former employees of any arrears of pay or expenses due to them; where their current address is in doubt, enquiries should be made to confirm it so that payment can be made;
 - Notify the Scottish Public Pensions Agency of any increase in superannuable remuneration and contributions arising from the payment of arrears to former employees.

Yours sincerely

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



DIRECTION

Scottish Ministers, in exercise of the powers conferred on them by section 105(7) of, and paragraph 5 of Schedule 1 and paragraph 7 of Schedule 5 to, the National Health Service (Scotland) Act 1978, hereby give to NHS Boards and Special Health Boards the following Direction:

Consultants who have taken up the new consultant contract issued to NHSScotland under cover of NHS Circular PCS(DD)2004/2 dated 30 March 2004 shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 10 May 2004 in NHS Circular PCS(DD)2004/4 with effect from 1 April 2004.

MICHAEL PALMER
Assistant Director of Human Resources
(Workforce and Policy)
Scottish Executive
Health Department
St Andrew's House
EDINBURGH
EH1 3DG
10 May 2004



**NATIONAL HEALTH SERVICE, SCOTLAND
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE**

Scottish Ministers, in exercise of the powers conferred on them by regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 hereby approve the agreement of the Joint Negotiating Committees to the amendments to the new consultant contract set out in NHS Circular PCS(DD)2004/4 dated 10 May 2004.

This approval has effect from 1 April 2004.

MICHAEL PALMER
Assistant Director of Human Resources
(Workforce and Policy)
Scottish Executive
Health Department
St Andrew's House
EDINBURGH
EH1 3DG
10 May 2004

Annex A

APPENDIX 3

RATES OF PAY

1. PAY ARRANGEMENTS FOR NEW CONSULTANTS

Salaries based on 2004/05 rates

Seniority Point	Pay Point	Salary
1	1	£67,133
2	2	£69,264
3	3	£71,396
4	4	£73,528
5	5	£75,654
6	5	£75,654
7	5	£75,654
8	5	£75,654
9	5	£75,654
10	6	£80,717
11	6	£80,717
12	6	£80,717
13	6	£80,717
14	6	£80,717
15	7	£85,780
16	7	£85,780
17	7	£85,780
18	7	£85,780
19	7	£85,780
20	8	£90,838

2. DISTINCTION AWARDS FOR CONSULTANTS

A+ awards £69,347
A awards £51,102
B awards £29,203

3. DISCRETIONARY POINTS FOR CONSULTANTS

1	2	3	4	5	6	7	8
£2,927	£5,854	£8,781	£11,708	£14,635	£17,562	£20,489	£23,416

4. AVAILABILITY SUPPLEMENTS

Frequency of Rota Commitment	Value of supplement as a percentage of full-time basic salary	
	Level 1	Level 2
High Frequency: 1 in 1 to 1 in 4	8.0%	3.0%
Medium Frequency: 1 in 5 to 1 in 8	5.0%	2.0%
Low Frequency: 1 in 9 or less frequent	3.0%	1.0%

5. DIRECTORS OF PUBLIC HEALTH SUPPLEMENTS

	Minimum	Maximum	Exceptional Maximum
Band B	Areas of 450,000 population and over		
	£4,687	9,384	£12,104
Band C	Areas of 250,000 to 449,999 population		
	£3,918	£7,809	£9,384
Band D	Areas of 50,000 to 249,999 population		
	£3,123	£6,246	£7,809
Island Health Boards	£1,626	£3,224	-

6. TRANSITIONAL PAY ARRANGEMENTS FOR CURRENT CONSULTANTS WHO TRANSFER UNDER THE PROVISIONS OF PARAGRAPHS 14.2.3, 14.2.4 or 14.2.6

6(a). Salary Rates for Purposes of Arrears, based on 2003/4 rates (see paragraph 14.2.5)

Spine Point	Seniority (years) as at 1 April 2003	Salary Rate
0	1	£65,035
1	2	£65,550
2	3	£66,065
3	4	£66,585
4 (<1 year @ max)	5	£71,230
4 (+1 year @ max)	6	£72,260
4 (+ 2 - 24 years @ max)	7-29	£73,295
4 (>25 years @ max)	30+	£78,200

6(b) Subsequent Pay Progression (based on 2004/05 rates)

Seniority (years) as at 1 April 2003	Starting Salaries / Interval (years)	Basic Salary
30+	From 1 April 2004	£85,780
	1	£90,838
21 – 29	From 1 April 2004	£80,717
	1	£85,780
	1	£90,838
20	From 1 April 2004	£80,717
	2	£85,780
	1	£90,838
19	From 1 April 2004	£80,717
	2	£85,780
	2	£90,838
18	From 1 April 2004	£75,654
	1	£80,717
	1	£85,780
	2	£90,838
17	From 1 April 2004	£75,654
	1	£80,717
	2	£85,780
	2	£90,838
16	From 1 April 2004	£75,654
	2	£80,717
	1	£85,780
	3	£90,838

15	From 1 April 2004 2 1 4	£75,654 £80,717 £85,780 £90,838
14	From 1 April 2004 2 2 4	£75,654 £80,717 £85,780 £90,838
13	From 1 April 2004 2 2 5	£75,654 £80,717 £85,780 £90,838
12	From 1 April 2004 2 3 5	£75,654 £80,717 £85,780 £90,838
11	From 1 April 2004 3 3 5	£75,654 £80,717 £85,780 £90,838
10	From 1 April 2004 3 4 5	£75,654 £80,717 £85,780 £90,838
9	From 1 April 2004 3 5 5	£75,654 £80,717 £85,780 £90,838
7-8	From 1 April 2004 4 5 5	£75,654 £80,717 £85,780 £90,838
6	From 1 April 2004 4 5 5	£75,654 £80,717 £85,780 £90,838
5	From 1 April 2004 1 4 5 5	£74,591 £75,654 £80,717 £85,780 £90,838
4	From 1 April 2004 1 1 3 5 5	£71,396 £73,528 £75,654 £80,717 £85,780 £90,838
3	From 1 April 2004	£70,328

	1	£73,528
	1	£75,654
	4	£80,717
	5	£85,780
	5	£90,838
2	From 1 April 2004	£69,264
	1	£73,528
	1	£75,654
	5	£80,717
	5	£85,780
	5	£90,838
1	From 1 April 2004*	£68,196
	1	£71,396
	1	£73,528
	1	£75,654
	5	£80,717
	5	£85,780
	5	£90,838

* (or anniversary of appointment if appointed after 1 April 2003)

7. TRANSITIONAL PAY ARRANGEMENTS FOR CURRENT CONSULTANTS WHO TRANSFER BEFORE 1 APRIL 2008 UNDER THE PROVISIONS OF PARAGRAPHS 14.2.7 TO 14.2.9.

7(a) Salary Upon Transfer (based on 2004/05 rates)

Spine Point	Seniority (years)	Starting Salary
0	1	£67,133
1	2	£67,664
2	3	£68,196
3	4	£68,733
4 (<1 year @ max)	5	£73,528
4 (+1 year @ max)	6	£74,591
4 (+ 2 - 24 years @ max)	7-29	£75,654
4 (>25 years @ max)	30+	£80,717

7(b) Subsequent Pay Progression (based on 2004/05 rates)

Seniority (years)	Interval (years)	Basic Salary
30+	1	£85,780
	1	£90,838
21 – 29	1	£80,717
	1	£85,780
	1	£90,838
20	1	£80,717
	2	£85,780

	1	£90,838
19	1	£80,717
	2	£85,780
	2	£90,838
18	2	£80,717
	1	£85,780
	2	£90,838
17	2	£80,717
	2	£85,780
	2	£90,838
16	3	£80,717
	1	£85,780
	3	£90,838
15	3	£80,717
	1	£85,780
	4	£90,838
14	3	£80,717
	2	£85,780
	4	£90,838
13	3	£80,717
	2	£85,780
	5	£90,838
12	3	£80,717
	3	£85,780
	5	£90,838
11	4	£80,717
	3	£85,780
	5	£90,838
10	4	£80,717
	4	£85,780
	5	£90,838
9	4	£80,717
	5	£85,780
	5	£90,838
7-8	5	£80,717
	5	£85,780
	5	£90,838
6	1	£75,654
	4	£80,717
	5	£85,780
	5	£90,838
5	1	£74,591
	1	£75,654
	4	£80,717
	5	£85,780
	5	£90,838
4	1	£71,396
	1	£73,528

	1	£75,654
	3	£80,717
	5	£85,780
	5	£90,838
3	1	£70,328
	1	£73,528
	1	£75,654
	4	£80,717
	5	£85,780
	5	£90,838
2	1	£69,264
	1	£73,528
	1	£75,654
	5	£80,717
	5	£85,780
	5	£90,838
1	1	£68,196
	1	£71,396
	1	£73,528
	1	£75,654
	5	£80,717
	5	£85,780
	5	£90,838

8. SUMMARY TABLE OF TRANSITIONAL PAY ARRANGEMENTS

Date of appointment to consultant post	Date of transfer to new contract	Date for calculating seniority	Date of progression to subsequent seniority point on transitional scale	Backdating
Prior to 1 April 2003	1 April 2004 *	1 April 2003	1 April 2004 (i.e. immediate progression to subsequent seniority point on transitional scale, and then on anniversary of date of transfer.)	To 1 April 2003
Prior to 1 April 2003	After 1 April 2004 but before 1 April 2008	Date of transfer	Anniversary of date of transfer	None
Between 1 April 2003 and 31 March 2004	1 April 2004*	Date of appointment	Anniversary of date of appointment	To date of appointm
Between 1 April 2003 and 31 March 2004	After 1 April 2004 but before 1 April 2008	Date of transfer	Anniversary of date of transfer	None
Prior to 1 April 2004	1 April 2008 or later	Date of transfer	Transitional scale not applicable. Progression to next point of substantive scale on anniversary of date of transfer. **	None
1 April 2004 onwards	On appointment	Date of appointment	Transitional scale not applicable. Progression to second point of substantive scale on anniversary of date of appointment. **	None

* Must have given written expression of intent to transfer by 31 December 2003 or date of acceptance of appointment, whichever is later. May transfer after 1 April 2004 if unable to agree a job plan by 31 March 2004 for reasons beyond his/her control. In such cases, he/she will be treated as having transferred on 1 April 2004.

** Subject to the provisions of Section 5.1. which determine starting salary, seniority point and seniority date.

9. MILEAGE ALLOWANCES

1. Public Transport Rate

- 23p per mile

2. Regular User Rates: Motor cars

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Lump Sum	(£)	399.00	475.00	580.00	580.00
Up to 9000 miles	(p)	27.0	33.5	40.0	40.0
9001 to 15000	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

3. Standard Rates: Motor cars

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Up to 3500 miles	(p)	34.0	43.0	53.0	53.0
3501 to 9000 miles	(p)	23.0	28.2	33.5	41.0
9001 to 15000	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

4. Other Motor Vehicles

			Up to 125	Over 125
Engine Capacity	(cc)	up to 5,000 miles	16.2	25.3
Rate per mile	(p)	Over 5,000 miles	6.1	9.0

5. Passenger allowance

- Each passenger: 2.0p per mile.

6. Pedal Cycles

- 6.2p per mile

10. LEASE CARS

CHARGES FOR PRIVATE USE OF LEASE CARS

A.	The current rates of:	£
	Road Fund Licence	eg 155
	Insurance for private use	eg 88
	Including cover for private practice use:	eg 128
	Handling Charge	95

B. Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:

(Cost of Contract Hire at) - (cost of Contract hire at)

(Maximum quoted mileage - minimum quoted mileage)
1000

Plus total excess costs for non-base vehicle, where appropriate.

Plus VAT on total charge to practitioner (A+B)

NB: Where the cost to the employer of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.

Annex B

APPENDIX 5(b)

FEES FOR NHS WORK (Sections 9.1 to 9.5)

1. Domiciliary Consultations

The domiciliary consultation fees payable under Section 9.1 of the terms and conditions of service shall be as follows:

Standard rate	£73.19
Intermediate rate	£36.60
Lower rate	£18.33

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs shall be £219.57.

The fee payable under paragraph 9.1.5 of the terms and conditions of service (not the fee under NHS Circular No 1986(PCS)33) shall be:

Combined fee for completion of Form BP1 - £111.64
For re-examination (provided previous form BP1 available) - £95.38

2. Exceptional Consultations

The fee payable to a consultant under Section 9.2 of the terms and conditions of service shall be £137.14.

3. Lecture Fees

The fees payable for lectures to nurses and other non-medical and non-dental staff under paragraph 9.3.1 of the terms and conditions of service shall be £53.11.

The fee payable for lectures to medical and dental staff under paragraph 9.3.2 of the terms and conditions of service shall be £67.15.

4. Family Planning Fees

The fees payable for family planning work under paragraph 9.4.1 of the terms and conditions of service shall be:

	Operating Fee	Anaesthetist Fee
i. Fee per case of male sterilisation performed		
a. as a separate procedure	105.14	51.88
b. during the course of another procedure	71.08	34.38
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	142.15	69.42
b. during the course of another procedure	95.08	46.25
iii. Fee for the reversal of male sterilisation	161.66	80.78
iv. Fee for the reversal of female sterilisation	226.12	113.29
v. Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device:		
a. as a separate procedure	71.08	51.88
b. during the course of another procedure	47.02	34.38
c. where removal of a misplaced device involves laparoscopy or laparotomy	226.12	113.29
vi. Fee per case for examination and report on pathological specimens referred in connection with NHS family planning cases	Case	19.46
vii. Fee per case for radiological services provided in connection with NHS family planning cases	Case	19.46

viii.	Fee per notional half-day special family planning session	Session	120.88
-------	-----------------------------------------------------------	---------	--------

5. Section 47 of Part 5 of the Adults with Incapacity (Scotland) Act 2000

The fee payable for completion of assessment and certificate under paragraph 9.5.1 of the terms and conditions of service is £95.90.

6. Advisory Appointments Committee

The fees payable under paragraph 9.6.1 of the terms and conditions of service are £114.58 for a whole day and £57.29 for a half-day.