

The Scottish Government
Health Workforce Directorate
Employment and Retention Division



Dear Colleague

11 May 2011

ALL HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE AND CONSULTANTS COVERED BY THE 2004 CONSULTANT CONTRACT

PAY FOR 2011-12

Summary

1. This circular:
 - a) advises NHSScotland employers of the pay rates for 2011-12 for all hospital medical and dental staff and doctors and dentists in public health medicine and the community health service;
 - b) sets out the updated transitional pay arrangements for consultants covered by the 2004 consultant contract (sections 6 and 7 of Appendix 3 of the contract); and
 - c) advises on the arrangements for distinction awards and discretionary points for 2011-12.

Pay for 2011-12

2. A key feature of the Scottish Government's public sector pay policy is that pay and associated allowances are to be frozen (zero percent basic award) for all public sector staff for 2011-12 except those earning £21,000 (FTE) and below. Therefore on this basis pay and associated allowances for all hospital medical and dental staff and doctors and dentists in public health medicine and the community health service will remain at current levels for 2011-12. However, pay/incremental progression will continue to apply for those eligible.

Addresses

For action

Chief Executives, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)
Directors of Finance, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)
Directors of Human Resources, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)

For information

Members, Scottish Partnership Forum
Members, Scottish Terms and Conditions Committee
Members, Scottish Workforce and Governance Group
Management Steering Group

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Consultants Covered by the 2004 Consultant Contract

3. Revised progression tables for current consultants who transferred under the provisions of paragraphs 14.2.3, 14.2.4 and 14.2.6-14.2.9 of the 2004 Consultant Contract are attached at Annex A.

Other Medical and Dental Staff Groups

4. It should be noted that the pay freeze also applies to staff covered by the following circulars:

- PCS(DD)2010/6 – Dental Public Health, Community Dental Staff and Salaried General Dental Practitioners;
- PCS(DD)2010/7 – Associate Adviser/Assistant Director Pay Scales
- PCS(GPR)2010/1 – Specialty Registrars in General Practice

Distinction Awards and Discretionary Points for NHS Consultants

5. There will be no increase in the value of distinction awards, no new awards and no progression through the award scheme during 2011-12. The 5 yearly review of awards will proceed as normal.

6. Discretionary points will be paid in 2011-12 in respect of work done in 2010-11. Boards should therefore proceed with internal processes for assessing contributions by eligible consultants in 2010-11 and the subsequent payment of points in 2011-12. However, there should be no expectation that work undertaken from 1 April 2011 onwards should count towards discretionary points.

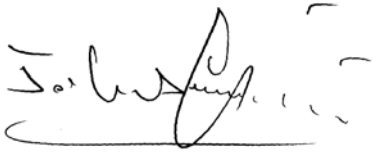
Action

7. NHS Boards, Special Health Boards and NHS National Services Scotland (Common Services Agency) are required to:

- a) note the changes to the consultant contract 2004 pay progression tables set out in Annex A;
- b) note this NHS Circular and Annex 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);

c) replace Sections 6 and 7 of the 2004 consultant contract issued under cover of NHS Circular PCS(DD)2010/5 with Annex A to this circular.

Yours sincerely

A handwritten signature in black ink, appearing to read 'John Cowie', with a horizontal line underneath.

JOHN COWIE
Deputy Director for Health Workforce

The Scottish Government
Health Workforce Directorate
Employment and Retention Division



**NATIONAL HEALTH SERVICE
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 amendments to Tables 6 and 7 of Appendix 3 to the 2004 consultant contract as set out in NHS Circular PCS(DD)2011/2 dated 11 May 2011.

This approval has effect from 1 April 2011.



JOHN NICHOLLS
Deputy Director
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St Andrew's House
EDINBURGH
EH1 3DG
11 May 2011

The Scottish Government
Health Workforce Directorate
Employment and Retention Division



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 and NHS National Services Scotland (Common Services Agency) the following Direction.

Rates of pay for hospital medical and dental staff and doctors and dentists in public health medicine and the community health service shall continue to be paid at the rates set out in NHS Circulars PCS(DD)2010/4, PCS(DD)2010/5, PCS(DD)2010/6, PCS(DD)2010/7 and PCS(GPR)2010/1 and as amended by PCS(DD)2011/2 with effect from 1 April 2011.



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11 May 2011

ANNEX A

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

Pay progression based on 2011/12 rates

Seniority (years) as at 1 April 2003	Current Salaries/ Interval (years)	Basic Salary
15+	From 1 April 2011	£100,446
14	From 1 April 2011 1	£94,911 £100,446
13	From 1 April 2011 2	£94,911 £100,446
12	From 1 April 2011 3	£94,911 £100,446
11	From 1 April 2011 4	£94,911 £100,446
10	From 1 April 2011 5	£94,911 £100,446
9	From 1 April 2011 1 5	£89,370 £94,911 £100,446
7-8	From 1 April 2011 2 5	£89,370 £94,911 £100,446
6	From 1 April 2011 2 5	£89,370 £94,911 £100,446
5	From 1 April 2011 3 5	£89,370 £94,911 £100,446
4	From 1 April 2011 3 5	£89,370 £94,911 £100,446
3	From 1 April 2011 4 5	£89,370 £94,911 £100,446
2	From 1 April 2011 5 5	£89,370 £94,911 £100,446
1	From 1 April 2011* 1 5 5	£83,829 £89,370 £94,911 £100,446

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

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

7(a) Salary Upon Transfer (based on 2011/12 rates)

Spine Point	Seniority (years)	Starting Salary
0	1	£74,504
1	2	£75,086
2	3	£75,667
3	4	£76,255
4 (<1 year @ max)	5	£81,502
4 (+1 year @ max)	6	£82,665
4 (+ 2 - 24 years @ max)	7-29	£83,829
4 (>25 years @ max)	30+	£89,370

7(b) Subsequent Pay Progression based on 2011/12 rates

Seniority (years)	Interval (years)	Basic Salary
30+	1	£94,911
	1	£100,446
21 – 29	1	£89,370
	1	£94,911
	1	£100,446
20	1	£89,370
	2	£94,911
	1	£100,446
19	1	£89,370
	2	£94,911
	2	£100,446
18	2	£89,370
	1	£94,911
	2	£100,446
17	2	£89,370
	2	£94,911
	2	£100,446
16	3	£89,370
	1	£94,911
	3	£100,446
15	3	£89,370
	1	£94,911
	4	£100,446
14	3	£89,370
	2	£94,911
	4	£100,446

**NHS Circular:
PCS(DD)2011/2**

13	3	£89,370
	2	£94,911
	5	£100,446
12	3	£89,370
	3	£94,911
	5	£100,446
11	4	£89,370
	3	£94,911
	5	£100,446
10	4	£89,370
	4	£94,911
	5	£100,446
9	4	£89,370
	5	£94,911
	5	£100,446
7-8	5	£89,370
	5	£94,911
	5	£100,446
6	1	£83,829
	4	£89,370
	5	£94,911
	5	£100,446
5	1	£82,665
	1	£83,829
	4	£89,370
	5	£94,911
	5	£100,446
4	1	£79,170
	1	£81,502
	1	£83,829
	3	£89,370
	5	£94,911
	5	£100,446
3	1	£78,000
	1	£81,502
	1	£83,829
	4	£89,370
	5	£94,911
	5	£100,446
2	1	£76,837
	1	£81,502
	1	£83,829
	5	£89,370
	5	£94,911
	5	£100,446

**NHS Circular:
PCS(DD)2011/2**

1	1	£75,667
	1	£79,170
	1	£81,502
	1	£83,829
	5	£89,370
	5	£94,911
	5	£100,446