

The Scottish Government
Health and Social Care,
Workforce Pay, Practice and Engagement Division



Scottish Government
Riaghaltas na h-Alba
gov.scot

Dear Colleague

PAY AND CONDITIONS OF SERVICE 2020-21

HEALTH BOARD MEDICAL DIRECTORS / FORMER MEDICAL DIRECTORS ON PROTECTION

Summary

1. This circular announces a change to the management fees for Health Board Medical Directors / former Medical Directors on Protection introduced by PCS(MD)2008/1. It also clarifies the value of Discretionary Points and details action which may require to be taken.

MANAGEMENT FEES

1.1 The value of management fees is increased by 2.8% with effect from 1 April 2020.

PERFORMANCE RELATED CONSULTANT DISCRETIONARY POINTS

1.2 Where fully acceptable or better performance has been satisfactorily demonstrated using the guidance in HDL(2006)23, HDL(2006)5 and HDL(2007)15, Remuneration Committees can recommend the award of one performance payment point per annum, up to a total of eight, as a consolidated increase to salary.

1.3 The value of discretionary point equivalent payments in paragraph 1.2 have not been increased. These payments remain unchanged from 2010 and are detailed in the Main Medical and Dental Pay Circular PCS(DD)2020/02. For ease, they are shown in Annex 2 of this circular.

NON-CONSOLIDATED EQUIVALENT DISCRETIONARY PERFORMANCE POINTS

1.4 Eligibility to access any non-consolidated equivalent discretionary performance points continues to be suspended in 2020-21.

24 August 2020

Addressees

For action

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

For information

Members, Scottish Partnership
Forum
Members, Scottish Terms and
Conditions Committee
Members, Scottish Workforce and
Governance Group
Management Steering Group
British Medical Association
(Scotland)
British Dental Association
(Scotland)

Enquiries to:

Health Workforce
Medical and Dental Team
Scottish Government
Health Workforce Division
Ground Floor Rear
St Andrew's House
EDINBURGH
EH1 3DG

T: 0131 244 0900

E:
MedicalandDentalTeam@gov.scot

Action

2. Chairs and Chief Executives are required to apply the requirements of the Direction and associated schedule with effect from the dates shown.
3. Make necessary arrangements for :
 - a) Management fees as set out in Schedule 1 to be increased and backdated to 1 April 2020 as appropriate.
 - b) Consolidated Discretionary points to be awarded where appropriate through the Remuneration Committee.
 - c) Any arrears to be paid where applicable to employees and former employees. Where current addresses of former employees are in doubt, enquiries should be made to confirm them so that payments can be made.
4. Notify the Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.
5. This PCS should be copied locally as required and to members of the Local Partnership Forum.
6. Employers are asked to make their own arrangements for additional copies of this letter which can be viewed at <https://www.publications.scot.nhs.uk/> or on the MSG website at <http://www.msg.scot.nhs.uk/publications>.

Enquiries

7. **Employees** should direct their personal enquiries to their employing Board, Special Health Board, NHS Education for Scotland (NES), Healthcare Improvement Scotland (HIS) or NHS National Services Scotland (Common Services Agency).
8. **NHS Employers in Scotland** should direct enquiries to the Scottish Government contact detailed on page one of this circular.

Yours sincerely



Laura Zeballos
Interim Deputy Director
Health and Social Care,
Workforce Pay, Practice and Engagement Division



**NATIONAL HEALTH SERVICE (SCOTLAND)
BOARD MEDICAL DIRECTORS
(REMUNERATION AND CONDITIONS OF SERVICE DIRECTION)**

**DIRECTION FOR REMUNERATION OF BOARD MEDICAL DIRECTORS AND TERMS
AND CONDITIONS OF SERVICE**

1. Scottish Ministers, in exercise of powers conferred on them by Section 105(7) of, and paragraph 5, of Schedule 1, paragraph 7 of Schedule 5 and paragraph 6(1) of Schedule 7A to the National Health Service (Scotland) Act 1978 (as amended) hereby give the following Direction.
2. This Direction may be cited as the Board Medical Directors (Remuneration and Conditions of Service) Direction PCS(MD)2020/01 and is given to NHS Boards and Special Health Boards.
3. This Direction applies to Health Boards and Medical Directors with effect from the dates stated.
4. Employing authorities should apply the provisions detailed in Schedule 1 to this Direction.

Signed by the authority of the Cabinet Secretary for Health and Sport.

Laura Zeballos
Interim Deputy Director
Health and Social Care,
Workforce Pay, Practice and Engagement Division
Scottish Government
St Andrew's House
Regent Road
EDINBURGH
EH1 3DG

24 August 2020

SCHEDULE 1

1. The Management Fees applying to Health Board Medical Directors on the new Health Board Medical Directors contract as at 1 April 2020 are set out in **Table 1** below:

Table 1: Board Medical Director Management Fee

Level	£
Level 1	41,558
Level 2	36,366
Level 3	31,820
Level 4	27,273
Level 5	24,258

2. The Management Fees applying to **Health Board Medical Directors who did not sign the new contract** and **former Medical Directors on Protection who were subject to the new arrangements for Trust Medical Directors** introduced by HDL(2001)41, as at 1 April 2015 are set out in **Table 2** below:

Table 2:

Level	£
Old Level 1	34,210
Old Level 2	29,935
Old Level 3	25,656
Old Level 4	22,807

3. Board Medical Director Levels are detailed in **Annex 1** of this circular.

4. The value of Discretionary Points are shown in **Annex 2** of this circular.

CURRENT BOARD MEDICAL DIRECTOR LEVELS

Level 1

NHS Greater Glasgow & Clyde
NHS Lothian

Level 2

NHS Grampian
NHS Lanarkshire
NHS Tayside
NHS National Services Scotland

Level 3

NHS Ayrshire & Arran
NHS Forth Valley
NHS Fife
NHS Highland
NHS Education
NHS Scottish Ambulance Service
NHS 24

Level 4

NHS Borders
NHS Dumfries and Galloway
NHS Healthcare Improvement Scotland
NHS National Waiting Times Centre

Level 5

NHS Orkney
NHS Shetland
NHS Western Isles
NHS Public Health Scotland
NHS State Hospital

NB. In the event of a particular Board changing as a consequence of a change in evaluation of the Chief Executive post, the level for the Board Medical Director Management Fee will be amended accordingly.

DISCRETIONARY POINTS FOR CONSULTANTS*

1	2	3	4	5	6	7	8
3,204	6,408	9,612	12,816	16,020	19,224	22,428	25,632

* Guidance on the application of discretionary points for consultants is contained in NHS Circular PCS(DD)1995/6 and the 12 January 2000 guidance "Discretionary Points for Consultants".

Guidance for Medical Directors is contained in PCS(MD)2008/1 which is available here:
[http://www.sehd.scot.nhs.uk/pcs/PCS2008\(MD\)01.pdf](http://www.sehd.scot.nhs.uk/pcs/PCS2008(MD)01.pdf)