



PAY AND CONDITIONS OF SERVICE EXECUTIVE AND SENIOR MANAGEMENT PAY 2023-24

Summary

1. This circular announces the pay arrangements for 2023-24 in respect of the Executive and Senior Management (ESM) cohorts. The arrangements mirror the Agenda for Change pay award for 2023-2024.
2. The details are as follows:
 - a) An uplift of £3,755, or 6.5%, whichever is lower. This means that whole time staff currently earning £57,769 or less will receive a 6.5% uplift and whole time staff currently earning more than that amount will receive a £3,755 uplift. The award is pro-rata for part time staff based on whole time equivalent pay.
 - b) In addition to the consolidated uplift, ESM staff will also receive a one-off non-consolidated payment of £939. For clarity, the sum is non-superannuable and not included for the calculation of hourly rates. It will be paid pro-rata for part time staff.
 - b) Staff not yet at the maximum of their pay range will also qualify for performance based pay progression based on performance in the year 2022-23.
 - c) Staff whose performance is rated unacceptable in 2022-23 are not entitled to any pay increase or pay progression.
3. These pay arrangements are mandatory for all staff in the Executive and Senior Management cohorts in NHS Scotland territorial and special NHS Boards.

21 September 2023

Addressees

For action

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

For information

Members of the NHSScotland
Scottish Partnership Forum

Enquiries to:

NHS Pay, Terms and Conditions
Unit
Scottish Government Health
Directorates
Health Workforce
Ground Floor Rear
St Andrew's House
EDINBURGH EH1 3DG

E-mail:
hwfpaytermsandconditions@gov.scot

Action

4. Chairs and Chief Executives should ensure that:
- the terms of the Direction and Schedule 1 are actioned in their employing authority; and
 - this letter is copied to their Local Partnership Forum for information; and
 - they make their own arrangements for additional copies of this letter which can be viewed at www.sehd.scot.nhs.uk.

Yours sincerely



LAURA ZEBALLOS

Deputy Director
Health Workforce
Pay, Practice and Information Governance Division

The Scottish Government
Health Workforce Directorate
Pay, Practice and Information Governance Division



Scottish Government
Riaghaltas na h-Alba
gov.scot

NATIONAL HEALTH SERVICE (SCOTLAND)

**EXECUTIVE AND SENIOR MANAGEMENT GRADES (REMUNERATION AND
CONDITIONS OF SERVICE DIRECTION)**

1. Scottish Ministers, in exercise of the 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 “Executive and Senior Management Grades (Remuneration and Conditions of Service Direction) 2023”, and is given to all NHS Scotland territorial and special NHS Boards.
3. All Boards should apply the provisions detailed in Schedule 1 to this Direction.

LAURA ZEBALLOS
Deputy Director
Health Workforce
Pay, Practice and Information Governance Division
21 September 2023

SCHEDULE 1

EXECUTIVE AND SENIOR MANAGEMENT COHORTS PAY ARRANGEMENTS 2023-24

Pay Ranges

1. The minima and maxima of pay ranges A to I are uplifted by £3,755 or 6.5%, whichever is lower. The pay ranges applying from 1 April 2023 are given below.

Pay Ranges Effective from 1 April 2023		
Grade	Pay Range Minima	Pay Range Maxima
A	£56,466	£75,213
B	£64,269	£85,428
C	£72,871	£94,560
D	£81,606	£104,546
E	£91,926	£118,361
F	£101,379	£134,214
G	£114,726	£152,405
H	£130,043	£173,278
I	£147,618	£197,230

Basic Award

2. All staff will receive a basic whole time pay uplift of £3,755 or 6.5%, whichever is lower, unless performance is rated as unacceptable in which case no increase is payable.

Consolidated Performance Related Pay

3. In addition to the basic pay increase set out in paragraph 2, consolidated pay progression within the pay ranges based on performance markings for 2022-23, should be applied with effect from 1 April 2023. The percentages to be applied are adjusted slightly each year to conform to Scotland's Public Sector Pay Policy and the figures to be applied in 2023-24 will be published once all markings have been ratified through the National Performance Management Committee process.

Staff on Protection

5. Employees on personal protection who are at their maximum personal salary are eligible for a £3,755 or 6.5% increase, whichever is lower, of their current salary, pro-rata for part time staff. This consolidated uplift is payable from 1 April 2023, unless their performance is rated “unacceptable” in which case no increase is payable.

6. Employees on personal protection who are not at their maximum personal salary should have the value of their maximum personal salary increased by £3,755 or 6.5%, whichever is lower, pro-rata for part time staff. Performance based pay progression should be applied in accordance with the further guidance to be published as indicated above, subject to maximum personal salaries not being exceeded.