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Dear Colleagues

## NHS HEALTH BOARDS AND SPECIAL HEALTH BOARDS

### Remuneration Increase 2024-25: Chairs And Non-Executive Members

1. I am writing to advise you of the revised annual rates of remuneration payable to Chairs and other Non-Executive members of Health Boards, Special Health Boards and Healthcare Improvement Scotland. Other NHS bodies will be advised separately by their Scottish Government Sponsor Teams.

### Background

2. Remuneration rates for Public Bodies are governed under the Public Sector pay strategy yearly technical guide. The rates for NHS Chairs and Non-Executive members of NHS bodies had not been reviewed in recent years.

3. Following discussions between the Permanent Secretary, the Cabinet Secretary for Health and Social Care, the DG Health and Social Care/Chief Executive NHS Scotland and NHS Chairs, a proposal was put to the Scottish Government (SG) Remuneration Group to review the tier classification and remuneration daily fees rates for NHS Chairs and Non-Executive members of NHS bodies.

4. We are pleased to advise that the SG Remuneration Group approved the proposals in October 2024, which will see all NHS bodies be reclassified as Tier 1 public bodies and a phased approach to remuneration uplifts of the daily fee rates, over a four year period.

5. Please see Annex A for information on the reclassification and remuneration rates for 2024-25.

3. Please note that this DL replaces the information contained in [DL\(2023\)02](#).

**DL(2024)30**

28 November 2024

### Addresses

For action  
NHS Finance Directors  
NHS Board Secretaries

For information  
NHS Chief Executives  
NHS Chairs

### Enquiries to:

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## Action

5. The revised rates are payable from 1 April 2024.

Yours sincerely

Alan Gray

**Alan Gray**

Director of Health and Social Care Finance

## REVISED TIERS AND RATES OF REMUNERATION FOR CHAIRS AND NON-EXECUTIVE MEMBERS OF NHS BOARDS AND SPECIAL HEALTH BOARDS

The reclassification of NHS bodies to Tier 1 is in line with the SG PAY Policy Technical Guidance to reflect the span of control, responsibility, budget and public profile of NHS bodies. For NHS Chairs, 3 different levels will be maintained, whilst all non-executive members will move to a uniform daily fee.

The 3 categories for NHS Chairs reflect the budget of the organisation (category 1 boards with a budget over £1 billion, category 2 over £0.5 billion and category 3 for all others). Special Health Boards will be grouped with the smaller territorial health boards.

**The rates apply from 1 April 2024**

<b>NHS Chairs (remuneration is based on a time commitment of 156 days per year or 3 days per week)</b>			
<b>Tier 1</b>	<b>2023/24 Daily rate</b>	<b>Increase</b>	<b>2024/25 Daily rate</b>
NHS Greater Glasgow and Clyde, NHS Lanarkshire, NHS Lothian and NHS Grampian	£ 287.39	£ 64.61	£ 352.00
NHS Ayrshire and Arran, NHS Fife, NHS Forth Valley, NHS Highland and NHS Tayside	£ 229.42	£ 60.58	£ 290.00
NHS Borders, NHS Dumfries and Galloway, NHS Orkney, NHS Shetland, NHS Western Isles, Healthcare Improvement Scotland, NHS 24, NHS Education for Scotland, NHS Golden Jubilee, NHS National Services Scotland, Public Health Scotland, Scottish Ambulance Service and The State Hospitals Board for Scotland	£ 213.79	£ 46.21	£ 260.00
<b>Non-Executive Board Members (remuneration is based on a time commitment of 52 days per year or an average of 8 hours per week)</b>			
<b>Tier 1</b>	<b>2023/24 Salary</b>	<b>Increase</b>	<b>2024/25 Daily rate</b>
All NHS Boards and Special Health Boards Non-Executive Board Members	£ 173.66	£ 51.34	£ 225.00