

E: alan.gray2@gov.scot

Dear Colleagues

HEALTH BOARDS AND SPECIAL HEALTH BOARDS

Remuneration Increase 2025-26, 2026-27 and 2027-28: Chairs and Non-Executive Members

1. Following the Scottish Budget announcement in December 2024, I am writing to advise you of the revised annual rates of remuneration payable to Chairs and Non-Executive members of Health Boards, Special Health Boards, NHS National Services Scotland 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 Policy](#). DL (20024)30 explained that Health Boards, Special Health Boards (including NHS National Services Scotland) and Healthcare Improvement Scotland have been reclassified as Tier 1 Public Bodies and that the transition would be phased over 4 years.

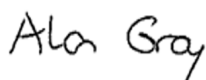
4. This DL sets out the remuneration uplifts of the daily fee rates for the next 3 years (2025-26, 2026-27 and 2027-08). Details provided at Annex A.

6. Please note that this DL replaces the information contained in DL(2024)30.

Action

7. The revised rates are payable from 1 April 2025.

Yours sincerely



Alan Gray

Director of Health and Social Care Finance

DL(2025)06

4 April 2025

Addresses

For action

NHS Finance Directors
NHS Board Secretaries

For information

NHS Chief Executives
NHS Chairs

Enquiries to:

Board Governance and
Appointments Team
Area 2E(N)
St Andrew's House
Regent Road
Edinburgh EH1 3DG

E-mail: ocenhs@gov.scot

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

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

The rates apply from 1 April 2025

NHS Chairs (remuneration is based on a time commitment of 156 days per year or 3 days per week)*			
Tier 1	2025-26 Daily Rate	2026-27 Daily Rate	2027-28 Daily Rate
NHS Greater Glasgow and Clyde, NHS Lanarkshire, NHS Lothian and NHS Grampian	£ 431.00	£ 497.00	£ 562.00
NHS Ayrshire and Arran, NHS Fife, NHS Forth Valley, NHS Highland and NHS Tayside	£ 341.00	£ 422.00	£ 492.00
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	£ 311.00	£ 362.00	£ 412.00

* unless specified in your terms of condition appointment letter

Non-Executive Board Members (remuneration is based on a time commitment of 52 days per year or an average of 8 hours per week) (HIS time commitment is 48 days per year)			
Tier 1	2025-26 Daily Rate	2026-27 Daily Rate	2027-28 Daily Rate
NHS Boards, Special Health Boards, NHS National Services Scotland and Healthcare Improvement Scotland Non-Executive Board Members	£ 276.00	£ 312.00	£ 342.00