



## SCOTTISH EXECUTIVE

Health Department  
Human Resources Directorate

Dear Colleague

### **PAY FOR STAFF COVERED BY THE AGENDA FOR CHANGE AGREEMENT PENDING ASSIMILATION: 2005-06**

- **Increases to national pay scales**
- **Increases to all cash based allowances**

#### **Summary**

1. I am writing to inform you that the national salary scales and all cash based allowances for all staff covered under the Agenda for Change (AfC) agreement are increased by 3.225% with effect from 1 April 2005. For Ancillary and Maintenance staff the national salary scales will be increased by 3.225% from the beginning of the pay week in which 1 April 2005 falls.

2. This increase represents the last year of the 3 year pay deal reached as part of the initial Agenda for Change agreement. A list of the staff groups covered by this increase is attached to this circular. Details of the new rates of pay and allowances for full-time staff in these individual staff groups are contained in Sections A – O attached to this circular.

3. Part-time staff shall be paid pro-rata.

4. It should be noted that the rates of pay and allowances contained in Sections A – O are applicable only until staff are assimilated to Agenda for Change. On assimilation, pay and allowances will be determined under the arrangements outlined in the final Agenda for Change agreement published in December 2004, together with any adjustments to reflect the time elapsed since AfC pay and allowances became effective.

30 March 2005

#### **Addressees**

##### For action

Chief Executives, NHS Boards,  
Operating Divisions and Special  
Health Boards  
Directors of Finance, NHS Boards,  
Operating Divisions and Special  
Health Boards  
Directors of Human Resources, NHS  
Boards, Operating Divisions and  
Special Health Boards

##### For information

Members, Scottish Partnership Forum  
Members, HR Forum  
Members, SPRIG

#### **Enquiries to:**

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Directorate of Human Resources  
Scottish Executive Health Department  
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5. Overtime and similar enhancements calculated by reference to basic pay rates should be calculated by reference to the revised national salary scales subject to any ceiling which is currently operating.

### **Scottish Ministers' Approval**

6. Employers should implement this agreement, which has been approved by Scottish Ministers under Regulation 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No.537). A copy of the formal approval is attached.

### **Action**

7. NHS Boards and Special Health Boards who employ staff on national contracts should:
- i. ensure that the necessary arrangements are made as soon as possible to pay the national salaries effective from 1 April 2005; and
  - ii. notify Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

### **Enquiries**

8. Employees should direct their personal enquiries to their employing NHS Board or Special Health Board.
9. Employers are asked to make their own arrangements for obtaining any additional copies of this Circular. This Circular can also be viewed on <http://www.show.scot.nhs.uk/sehd/pcs.asp>

### **Destruction Date**

10. This Circular need not be retained more than 4 years after issue.

Yours sincerely



**MICHAEL PALMER**  
Assistant Director of Human Resources (Workforce and Pay Policy)



**NATIONAL HEALTH SERVICE  
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE**

In accordance with Regulation 2 and Regulation 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No. 537) the Remuneration and Conditions of Service set out in the attached Scottish Executive Health Department letter of 30 March, NHS Circular: PCS(AFC)2005/2, in respect of salary scales and allowances for staff covered by the Agenda for Change agreement, are hereby approved for the purpose of said Regulations.

A handwritten signature in blue ink that reads "Michael Palmer".

**MICHAEL PALMER**

A member of the staff of the Scottish Ministers  
Assistant Director of Human Resources  
(Workforce and Pay Policy)

Scottish Executive  
Health Department  
St Andrew's House  
EDINBURGH  
EH1 3DG  
30 March 2005

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## **NURSES, MIDWIVES AND HEALTH VISITORS – 1 APRIL 2005**

## **SECTION A**

APPENDIX 11  
ANNEX 1

### **Pay Range for Nurse, Midwife and Health Visitor Consultants**

	<b>£</b>	<b>Standard Payroll System Code</b>
<b>Point 4</b>	<b>37,331</b>	<b>D104</b>
<b>Point 5</b>	<b>38,482</b>	<b>D105</b>
<b>Point 6</b>	<b>39,664</b>	<b>D106</b>
<b>Point 7</b>	<b>40,851</b>	<b>D107</b>
<b>Point 8</b>	<b>42,033</b>	<b>D108</b>
<b>Point 9</b>	<b>43,231</b>	<b>D109</b>
<b>Point 10</b>	<b>44,474</b>	<b>D110</b>
<b>Point 11</b>	<b>45,760</b>	<b>D111</b>
<b>Point 12</b>	<b>47,076</b>	<b>D112</b>
<b>Point 13</b>	<b>48,454</b>	<b>D113</b>
<b>Point 14</b>	<b>49,853</b>	<b>D114</b>
<b>Point 15</b>	<b>51,344</b>	<b>D115</b>

**NURSING AND MIDWIFERY STAFFS' PAY SCALES EFFECTIVE FROM 1 APRIL 2005 - CLINICAL GRADING STRUCTURE**

Standard Payroll System Code	Pay Grade Title/Scale	Min	Incremental Points							Pay Spine
			1	2	3	4	5	6	7	
		£	£	£	£	£	£	£		Points
N002 N003 N004/5	Scale A	Point 3 11148	11463	11840	12217	12604	13022	N/SVQ II (a)13445		3 to 10
N012 N014 N015/16	Scale B	Point 8 12604	13022	13445	13889	14348	N/SVQ III (b)14833			8 to 13
D001 D002 D070 D071 D190	Scale C	Point 12 14348	14833	15355	15902	16459	17027	17610		12 to 18
D007 D008 D010 D011 D290 D291	Scale D	Point 18 17610	18204	18818	19437					18 to 21
D013 D014 D016 D017 D390 D391	Scale E	Point 20 18818	19437	20129	20872	21791	22725			20 to 25

- Points shown as (a) & (b) are additional increments at the top of grades A and B for staff who have achieved 'CARE' N/SVQ's and should be awarded as set out in paras 7&8 of PCS(NM)2002/1. Pay code N004/N005 should be assigned to Grade A and N015/N016 assigned to Grade B.
- Pay codes D007/D008 should be assigned to second level (enrolled) nurses, and pay codes D010/D110 to the first level (registered) nurses including nurses holding the certificate of the British Thoracic Association. This information is required for workforce planning purposes.

**NURSING AND MIDWIFERY STAFFS' PAY SCALES EFFECTIVE FROM 1 APRIL 2005 - CLINICAL  
GRADING STRUCTURE (Cont'd)**

Standard Payroll System Code	Pay Grade Title/Scale	Min	Incremental Points							Pay Spine
			1	2	3	4	5	6	7	Points
		£	£	£	£	£	£	£		
D018	Midwifery Scale	18818	20872	21791	22725	22725	23675	24629	25584	26064
		Point 23								
D019	Scale F	20872	21791	22725	23675	24629	25584	26064		23 to 29
D020										
D491										
D031/2	<i>Scale F Disc</i>	<i>26539*</i>	<i>27024*</i>							
D034/5		Point 27								
D022	Scale G	24629	25584	26539	27509	28480	28975			27 to 32
D023										
D591										
D593										
D037/8	<i>Scale G Disc</i>	<i>29471*</i>	<i>29971*</i>							
D040/41		Point 30								
D025	Scale H	27509	28480	29471	30467	31463	31974			30 to 35
D026										
D691										
D043/44	<i>Scale H Disc</i>	<i>32480*</i>	<i>32991*</i>							
D046/47		Point 33								
D028/29	Scale I	30467	31463	32480	33502	34534	35014			33 to 38
D052/53	<i>Scale I Disc</i>	<i>35530*</i>	<i>36046*</i>							
D055/56										
D792										

- Starred\* points shown in italics are discretionary points.
- Pay code D018 - midwifery agreement promulgated in PCS(NM)2001/1 – (Appendix 11) – For new starters from 1 April 2002.

**NURSING AND MIDWIFERY STAFFS' PAY SCALES EFFECTIVE FROM 1 APRIL 2005**  
**EDUCATION STAFF**

Standard Payroll System Code	Pay Grade Title/Scale	Min	Incremental Points				Pay Spine
			1	2	3	4	Points
		£	£	£	£	£	
D950	Grade 1	Point 1 27608	28552	29502	30462	31463	1 to 5
D955	Grade 2	Point 4 30462	31463	32464	33466	34580	4 to 8
D960	Grade 3	Point 7 33466	34580	35798	37073	38358	7 to 11
D965	Grade 4	Point 10 37073	38358	39742	41125	42570	10 to 14
D970	Grade 5	Point 13 41125	42570	44031	45491	46993	13 to 17
D975	Grade 6	Point 16 45491	46993	48516	50111	51705	16 to 20
D980	Grade 7	Point 19 50111	51705	53305	54905	56516	19 to 23



**NURSING AND MIDWIFERY STAFFS' PAY SCALES EFFECTIVE FROM 1 APRIL 2005 - DAY NURSERY STAFF AND STAFF IN GROUP A AND B ESTABLISHMENTS**

Standard Payroll System Code	Pay Grade Title	Min	Incremental Points							
			1	2	3	4	5	6	7	8
		£	£	£	£	£	£	£	£	£
<b>DAY NURSERY STAFF</b>										
D925	Staff nursery nurse (SNNEB Scotland)	12119	12444	12800	13161	13522	13889			
D928	Day nursery matron Under 30 places (c)	15174	15670	16175	16681	17192	17703	18214	18725	19236
D929	30 to 59 places (b)	15375	15871	16366	16862	17357	17853	18353	18870	19386

**LEADS AND ALLOWANCES - SEE SECTION 5 \***  
**with effect from 1 April 2005**

			Handbook paragraph(s) Reference
<b>Stand-by -</b>	Overnight	£ 20.45	5.16
	weekend - per period	£ 27.80	
	statutory/public holiday - per period..	£ 35.49	
<b>On-call</b>	Overnight	£ 10.20	5.17-5.20
	weekend - per period	£ 15.23	
	Statutory/public holiday - per period	£ 20.45	
<b>Psychiatric Lead</b>		£ 619 pa	5.27-5.28
<b>Geriatric Lead</b>		£ 189 pa	5.29-5.30
<b>RSU Special Allowance</b>		£ 1,446 pa	5.31-5.33
<b>Miscellaneous Allowances:</b>			
	Treatment of STD allowance	4%	5.38
	Offshore Islands' allowance	4%	5.39
	Blood Transfusion Centres - Team Leader allowance	10%	5.40
	Nursing of highly infectious Communicable Diseases allowance	1.5 x basic salary	5.41
	Initial Expenses allowance	£61	5.43

\* Leads and Allowances are not payable to staff in the Senior Nurse/Senior Midwife Structure  
(See Paragraph 8 of Appendix 5)

## **SECTION B**

### **ALLIED HEALTH PROFESSIONS – 1 APRIL 2005**

APPENDIX F  
ANNEX 3

#### **Pay Range for PAMS/AHP Consultant Posts**

**1 April 2005**

<b>Point 4</b>	<b>37,331</b>
<b>Point 5</b>	<b>38,482</b>
<b>Point 6</b>	<b>39,664</b>
<b>Point 7</b>	<b>40,851</b>
<b>Point 8</b>	<b>42,033</b>
<b>Point 9</b>	<b>43,231</b>
<b>Point 10</b>	<b>44,474</b>
<b>Point 11</b>	<b>45,760</b>
<b>Point 12</b>	<b>47,076</b>
<b>Point 13</b>	<b>48,454</b>
<b>Point 14</b>	<b>49,853</b>
<b>Point 15</b>	<b>51,344</b>

## CHIROPODISTS

## FOOT CARE ASSISTANTS

EFFECTIVE FROM 1 APRIL 2005

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E095	Area Senior Chief	36320	37610	38900	40191			
E097	Area Chief I	35195	36320	37610	38900			
E098	Area Chief II	31917	32991	34069	35195			
E101	Chief II	29858	30864	31917	32991			
<i>E431/2</i>	<i>Chief III Discretionary</i>	<i>30864*</i>	<i>31401*</i>					
E102	Chief III	27499	28268	29053	29858	30364		
<i>E434/5</i>	<i>Chief IV Discretionary</i>	<i>29053*</i>	<i>29460*</i>					
E103	Chief IV	24015	25166	26328	27499	28268	28666	
<i>E437/8</i>	<i>Senior I Discretionary</i>	<i>29053*</i>	<i>29460*</i>					
E104	Senior I	24015	25166	26328	27499	28268	28666	
<i>E440/41</i>	<i>Senior II Discretionary</i>	<i>26328*</i>	<i>26911*</i>					
E105	Senior II	20222	21073	22054	23035	24015	25166	25744
E106	Chiropodist	18828	19525	20222	21073			
	<b>Teaching Grades</b>							
	Principal 24+	39669	40836	42033	43231			
	Principal I	36206	37331	38487	39669			
	Principal II	33574	34885	36206	37331			
	Senior Teacher	32309	33574	34885	36206			
E113	<b>Teacher</b>	29791	31045	32309	33574			
	Student Teacher	18147	18828	19525	20222			
	<b>Footcare Assistants</b>							
P254/354	Aged 19 and over	11499	11819	12181	12542	12919	13326	
	Aged 18	11097						
P256	Relevant	13739						
	N/SVQ Level 2^							
P257	Relevant	14152						
	N/SVQ Level 3^							

\* starred points shown in italics are **discretionary points**

^ See Paragraph 6 of PCS(PAM)(PTA)2002/1 for qualifying conditions

**Graduate Chiropodists who have completed four years' training enter the Basic Grade at the second incremental point and maintain a one increment lead through the Basic Grade to the career maximum**

# ALLIED HEALTH PROFESSIONS

APPENDIX A

## DIETITIANS

EFFECTIVE FROM 1 APRIL 2005

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E429	Area Senior Chief	36320	37610	38900	40191			
E146	Area Chief I	35195	36320	37610	38900			
E147	Area Chief II	31917	32991	34069	35195			
<i>E443/4</i>	<i>Chief III Discretionary</i>	<i>30864*</i>	<i>31401*</i>					
E149	Chief III	27499	28268	29053	29858	30364		
<i>E446/7</i>	<i>Chief IV Discretionary</i>	<i>29053*</i>	<i>29460*</i>					
E152	Chief IV	24015	25166	26328	27499	28268	28666	
<i>E449/450</i>	<i>Senior I Discretionary</i>	<i>29053*</i>	<i>29460*</i>					
E153	Senior I	24015	25166	26328	27499	28268	28666	
<i>E452/3</i>	<i>Senior II Discretionary</i>	<i>26328*</i>	<i>26911*</i>					
E154	Senior II	20222	21073	22054	23035	24015	25166	25744
E155	Dietitian/Graduate Entrant	19525	20222	21073				
E156	Dietitian/Diploma Entrant	18828	19525	20222	21073			

\*starred points shown in italics are **discretionary points**

# ALLIED HEALTH PROFESSIONS

APPENDIX A

## OCCUPATIONAL THERAPISTS

### OCCUPATIONAL THERAPY HELPERS

EFFECTIVE FROM 1 APRIL 2005

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E195	Area I	40191	41625					
E196	Area II	36320	37610	38900	40191			
E200	Head I	32991	34069	35195	36320			
E201	Head II	29858	30864	31917	32991			
E455/6	Head III Discretionary	30864*	31401*					
E202	Head III	27499	28268	29053	29858	30364		
E458/9	Head IV Discretionary	29053*	29460*					
E203	Head IV	24015	25166	26328	27499	28268	28666	
E461/2	Senior I Discretionary	29053*	29460*					
E204	Senior I	24015	25166	26328	27499	28268	28666	
E464/5	Senior II Discretionary	26328*	26911*					
E205	Senior II	20222	21073	22054	23035	24015	25166	25744
	<b>Occupational Therapist</b>							
E206	3 years training	18828	19525	20222	21073			
E207	Graduate entrant 4 years training**	19525	20222	21073				
	<b>Helper under Supervision</b>							
P251/ 351	Aged 19 and over	11499	11819	12181	12542	12919	13326	
P250/ 350	Aged 18	11097						
P260/ 360	Relevant N/SVQ Level 2^	13739						
P261	Relevant N/SVQ Level 3^	14152						

\*\* Occupational therapist with relevant degree

\* starred points shown in italics are **discretionary points**

^See Paragraph 6 of PCS(PAM)(PTA)2002/1 for qualifying conditions

**Occupational Therapists who have completed four years' training Enter the Basic Grade at the second incremental point and maintain a one increment lead through the Basic Grade to the career maximum**

**ALLIED HEALTH PROFESSIONS**

APPENDIX A

**OCCUPATIONAL THERAPISTS  
(Cont'd)**

**EFFECTIVE FROM 1 APRIL 2005**

<b>Pay Scale Code</b>	<b>Grade Title</b>	<b>Point 00</b>	<b>Point 01</b>	<b>Point 02</b>	<b>Point 03</b>	<b>Point 04</b>	<b>Point 05</b>
	<b>Teaching Grades</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	Principal 24+	39669	40836	42033	43231		
	Principal I	36206	37331	38487	39669		
	Principal II	33574	34885	36206	37331		
	Senior Teacher	32309	33574	34885	36206		
	Teacher	29791	31045	32309	33574		
	Student Teacher	18147	18828	19525	20222		
<b>Designated District Therapist – Occupational Therapist</b>							
E197	Head I	34069	35195	36320	37610		
E199	Head II	30864	31917	32991	34069		
E198	Head III	28268	29053	29858	30864		
	Head IV	25166	26328	27499	28268		

# ALLIED HEALTH PROFESSIONS

APPENDIX A

## ORTHOPTISTS

EFFECTIVE FROM 1 APRIL  
2005

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E295	Head I	34069	35195	36320	37610			
E297	Head II^	30864	31917	32991	34069			
	Head II^^	29858	30864	31917	32991			
<i>E473/4</i>	<i>Head III Discretionary</i>	<i>30864*</i>	<i>31401*</i>					
E300	Head III	27499	28268	29053	29858	30364		
<i>E476/7</i>	<i>Head IV Discretionary</i>	<i>29053*</i>	<i>29460*</i>					
E301	Head IV	24015	25166	26328	27499	28268	28666	
<i>E479/80</i>	<i>Senior I Discretionary</i>	<i>29053*</i>	<i>29460*</i>					
E302	Senior I	24015	25166	26328	27499	28268	28666	
<i>E482/3</i>	<i>Senior II Discretionary</i>	<i>26328*</i>	<i>26911*</i>					
E303	Senior II	20222	21073	22054	23035	24015	25166	25744
	Orthoptist	18828	19525	20222	21073			
	<b>Teaching Grades</b>							
	Principal 24+	39669	40836	42033	43231			
	Principal I	36206	37331	38487	39669			
	Principal II	33574	34885	36206	37331			
	Senior Teacher	32309	33574	34885	36206			
	Teacher	29791	31045	32309	33574			
	Student Teacher	18147	18828	19525	20222			

^ Responsible for a District Orthoptic service in a District with a population of less than 325,000

^^ Except for Head II Orthoptists responsible for a District Orthoptic service in a District with a population of less than 325,000

\* starred points shown in italics are **discretionary points**

**Graduate Orthoptists who have completed four years' training enter the Basic Grade at the second incremental point and maintain a one incremental lead through the Basic Grade to the career maximum**



# ALLIED HEALTH PROFESSIONS

APPENDIX A

## PHYSIOTHERAPISTS

### PHYSIOTHERAPY HELPERS

EFFECTIVE FROM 1 APRIL 2005

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	£
E345	District I	40191	41625					
E346	District II	36320	37610	38900	40191			
E350	Superintendent I	32991	34069	35195	36320			
E351	Superintendent II	29858	30864	31917	32991			
<i>E485/6</i>	<i>Superintendent III Discretionary</i>	<i>30864*</i>	<i>31401*</i>					
E352	Superintendent III	27499	28268	29053	29858	30364		
<i>E488/9</i>	<i>Superintendent IV Discretionary</i>	<i>29053*</i>	<i>29460*</i>					
E353	Superintendent IV	24015	25166	26328	27499	28268	28666	
<i>E491/2</i>	<i>Senior I Discretionary</i>	<i>29053*</i>	<i>29460*</i>					
E354	Senior I	24015	25166	26328	27499	28268	28666	
<i>E494/5</i>	<i>Senior II Discretionary</i>	<i>26328*</i>	<i>26911*</i>					
E355	Senior II	20222	21073	22054	23035	24015	25166	25744
	<b>Physiotherapist</b>							
E356	3 years training	18828	19525	20222	21073			
E357	Graduate entrant 4 years training <sup>1</sup>	19525	20222	21073				
	<b>Helper under Supervision</b>							
P252/ 352	Aged 19 and over	11499	11819	12181	12542	12919	13326	
P253/ 353	Aged 18	11097						
P262	Relevant N/SVQ level 2^	13739						
P263	Relevant N/SVQ Level 3^	14152						

\* starred points shown in italics are **discretionary points**

<sup>1</sup>Physiotherapists with a relevant degree

^See paragraph 6 of PCS(PAM)(PTA)2002/1 for qualifying conditions

**Graduate Physiotherapists who have completed four years' training enter the Basic Grade at the second incremental point and maintain a one incremental lead through the Basic Grade to the career maximum**

**ALLIED HEALTH PROFESSIONS**

APPENDIX A

**PHYSIOTHERAPISTS (Cont'd)**
**EFFECTIVE FROM 1 APRIL 2005**

<b>Pay Scale Code</b>	<b>Grade Title</b>	<b>Point 00</b>	<b>Point 01</b>	<b>Point 02</b>	<b>Point 03</b>	<b>Point 04</b>	<b>Point 05</b>
	<b>Teaching Grades</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	Principal 24+	39669	40836	42033	43231		
	Principal I	36206	37331	38487	39669		
	Principal II	33574	34885	36206	37331		
	Senior Teacher	32309	33574	34885	36206		
	Teacher	29791	31045	32309	33574		
	Student Teacher	18147	18828	19525	20222		
	<b>Designated District Therapist - Remedial Gymnasts with protection of salary under paragraph 2-5 Annex A PM(85)15</b>						
	Head I	34069	35195	36320	37610		
	Head II	30864	31917	32991	34069		
	Head III	28268	29053	29858	30864		
	Head IV	25166	26328	27499	28268		

# ALLIED HEALTH PROFESSIONS

APPENDIX A

## RADIOGRAPHERS

### RADIOGRAPHER HELPERS

EFFECTIVE FROM 1 APRIL 2005

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E426	District I	36320	37610	38900	40191			
E427	District II	35195	36320	37610	38900			
E428	District III	30864	31917	32991	34069			
E400	Superintendent I	32991	34069	35195	36320			
E401	Superintendent II	29858	30864	31917	32991			
E497/8	<i>Superintendent III Discretionary</i>	<i>30864*</i>	<i>31401*</i>					
E402	Superintendent III	27499	28268	29053	29858	30364		
E500/1	<i>Superintendent IV Discretionary</i>	<i>29053*</i>	<i>29460*</i>					
E403	Superintendent IV	24015	25166	26328	27499	28268	28666	
E404	Senior I	24015	25166	26328	27499	28268	28666	
E503/4	<i>Senior I Discretionary</i>	<i>29053*</i>	<i>29460*</i>					
E405	Senior II	20222	21073	22054	23035	24015	25166	25744
E506/7	<i>Senior II Discretionary</i>	<i>26328*</i>	<i>26911*</i>					
E406	Radiographer	18828	19525	20222	21073			
E407	Radiographer - Graduate Entrant	19525	20222	21073				
	<b>Teaching Grades</b>							
	Principal 24+	39669	40836	42033	43231			
E424	Principal I	36206	37331	38487	39669			
	Principal II	33574	34885	36206	37331			
	Senior Teacher	32309	33574	34885	36206			
	Teacher	29791	31045	32309	33574			
	Student Teacher	18147	18828	19525	20222			
	<b>Helper under Supervision</b>							
P259/359	Aged 19 and over	11499	11819	12181	12542	12919	13326	
P258/358	Aged 18	11097						
P264	Relevant N/SVQ Level 2^	13739						
P265	Relevant N/SVQ Level 3^	14152						

\* starred points shown in italics are **discretionary points**

^See Paragraph 6 of PCS(PAM)(PTA)2002/1 for qualifying conditions

**Graduate Radiographers who have completed four years' training enter the Basic Grade at the second incremental point and maintain a one incremental lead through the Basic Grade to the career maximum**

# ALLIED HEALTH PROFESSIONS

APPENDIX A

## DRAMA THERAPISTS

EFFECTIVE FROM 1 APRIL 2005

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
	<i>Head III Discretionary</i>	30864*	31401*					
	Head III	27499	28268	29053	29858	30364		
	<i>Head IV Discretionary</i>	29053*	29460*					
	Head IV	24015	25166	26328	27499	28268	28666	
	<i>Senior I Discretionary</i>	29053*	29460*					
	Senior I	24015	25166	26328	27499	28268	28666	
	<i>Senior II Discretionary</i>	26328*	26911*					
	Senior II	20222	21073	22054	23035	24015	25166	25744
	Drama Therapist	18828	19525	20222	21073			

\* starred points shown in italics are **discretionary points**

# ALLIED HEALTH PROFESSIONS

APPENDIX A

## ART AND MUSIC THERAPISTS

EFFECTIVE FROM 1 APRIL 2005

Pay Scale Code	Grade Title	Point 00	Point 01	Point 02	Point 03	Point 04	Point 05	Point 06
		£	£	£	£	£	£	
E240	<i>Head III Discretionary</i>	30864*	31401*					
	Head III	27499	28268	29053	29858	30364		
	<i>Head IV Discretionary</i>	29053*	29460*					
	Head IV	24015	25166	26328	27499	28268	28666	
E467/8	<i>Senior I Discretionary</i>	29053*	29460*					
E242	Senior I	24015	25166	26328	27499	28268	28666	
E470/1	<i>Senior II Discretionary</i>	26328*	26911*					
E243	Senior II	20222	21073	22054	23035	24015	25166	25744
	Art & Music Therapists	18828	19525	20222	21073			

\* starred points shown in italics are **discretionary points**

**ALLIED HEALTH PROFESSIONS**

APPENDIX A

**TECHNICAL INSTRUCTORS****EFFECTIVE FROM 1 APRIL 2005**

<b>Pay Scale Code</b>	<b>Grade Title</b>	<b>Point 00</b>	<b>Point 01</b>	<b>Point 02</b>	<b>Point 03</b>	<b>Point 04</b>	<b>Point 05</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
E285	Grade I	18307	19251	20201	21161	22121	
E286	Grade II	15592	16222	16867	17517	18178	
E287	Grade III	13543	13951	14359	14771	15184	

**RATES OF PAY FOR LOCUM TENENS APPOINTMENTS**

(see paragraphs 3.6 to 3.7)

**EFFECTIVE FROM 1 APRIL 2005**

<b>Grade title</b>	<b>Working under supervision per week £</b>	<b>Singlehanded per week £</b>	<b>Senior 1** per week £</b>
Chiropodist Orthoptist Occupational Therapist Physiotherapist Dietitian Radiographer*	422.03	486.18	557.20

\* The rate for a Radiographer working single handed is also applicable to a locum Senior Radiographer II in charge of one other qualified member of staff.

\*\* These rates do not apply to supervisory posts, and should be used where the locum concerned is both able and expected to cover fully the duties of the post. Where this is not so the "working under supervision" or "singlehanded" rate should apply as appropriate.

**CHIROPODISTS PAID ON A SESSIONAL, SURGERY OR DOMICILIARY TREATMENT FEE BASIS**

a **Sessional fees:** for each session of three hours worked in a week.

<b>Grade title</b>	<b>Single session £</b>	<b>Two sessions in one day at the same centre (per session) £</b>	<b>Each session in excess of four per week £</b>
Chiropodist	59.91	50.92	29.95
Senior II	69.01	58.66	34.51
Senior I	79.10	67.23	39.55
Student teacher	57.61	48.97	28.80
Teacher	95.14	80.87	47.57

**Surgery treatment fee:** Fee for each treatment given at surgery is **£13.80** per patient.

**Domiciliary treatment fee:** Fee for each treatment is **£23.00** per patient plus travelling expenses at GWC rates.

**ALLOWANCES**

The following rates will apply with effect from 1/4/2005

**A. STANDBY ALLOWANCE (SEE 3.20-3.21; ALSO 3.31-3.33)**

i.	for overnight duty	£20.45
ii.	for each period of weekend duty	£27.80
iii.	for each period of duty during a statutory or public holiday	£35.49

**B. ON-CALL ALLOWANCE (SEE 3.22-3.28; ALSO 3.34-3.41)**

i.	for overnight duty	£10.20
ii.	for each period of weekend duty	£15.23
iii.	for each period of duty during a statutory or public holiday	£20.45

**C. STUDENT TRAINING ALLOWANCE (SEE 3.42-3.45)**

i.	Annual allowance for Heads of Department or designated officers responsible for co-ordinating and organising the whole range of clinical training and deployment of students.	£1,772
ii.	Annual allowance for Senior IIs and above with direct responsibility for co-ordinating and supervising a part of the clinical training or undertaking some theoretical as well as practical training.	£1,181
iii.	Annual allowance for those designated to play an active part in practical training.	£594

**D. RADIATION PROTECTION SUPERVISORS ALLOWANCE (SEE 3.50)**

i.	As in paragraph 3.50.1	£486 pa
ii.	As in paragraph 3.50.1	£349 pa
iii.	As in paragraph 3.50.1	£235 pa

**E. REGIONAL SECURE UNIT ALLOWANCE (SEE 3.51-3.54)** £1,446 pa**F. DESIGNATED DISTRICT PHYSIOTHERAPISTS (SEE 3.47-3.49)** £515 pa**G. RESPONSIBILITY ALLOWANCE FOR TEACHER PRINCIPALS IN NHS SCHOOLS OF CHIROPODY (SEE 3.46)** £1,772 pa



# SECTION C

## ADMINISTRATIVE AND CLERICAL STAFFS – 1 APRIL 2005

**TABLE 1: GRADES 2-10: EFFECTIVE FROM 1 APRIL 2005**

PAY SPINE POINTS	2	2-3	3	4	GRADE 5	6	7	8	9	10	
Spine Points											
44										49108	44
43										47221	43
42										45404	42
41										43657	41
40									41979		40
39									40365		39
38									38813		38
37									37316		37
36								35884			36
35								34502			35
34								33179			34
33								31897			33
32							30672				32
31							29497				31
30							28356				30
29							27265				29
28							26220				28
27						25212					27
26						24243					26
25						23307					25
24						22411					24
23					21549	21549					23
22					20724						22
21					19924						21
20					19159						20
19					18423						19
18				17714	17714						18
17				17033							17
16				16376							16
15				15747							15
14				15138							14
13			14602	14602							13
12		14602	14041	14041							12
11		14041	13500	13500							11
10		13500	12985	12985							10
9	12580	12985	12580	12580							9
8	12166	12580	12166								8
7	11787	12166	11787								7
PAY SCALE CODE	C745	C755	C770	C800	C830	C860	C890	C920	C950	C980	

**TABLE 1A: A&C GRADES 1 - 10 INCLUSIVE 'PROTECTED SALARIES'  
(AUTHORISED VIA PARA 9 OF ADVANCE LETTER (AC) 9/89 AND PARA 18 OF  
THE SCHEDULE TO THAT LETTER): EFFECTIVE FROM 1 APRIL 2005**

<b>Scale</b>	<b>Payscale Code</b>	<b>£ Per Annum</b>
Grade 1		11420
Grade 2	C750	12985
Grade 4	C805	18423
Grade 5	C835	22411
Grade 5		23307
Grade 6		26220
Grade 6	C870	27265
Grade 6	C875	28356
Grade 6		29497
Grade 7	C895	31897
Grade 7		33179
Grade 7	C905	34502
Grade 8	C925	37316
Grade 8		38813
Grade 8		40365
Grade 9		43657
Grade 9		45404
Grade 9		47221
Grade 10		49765
Grade 10		51810
Grade 10		50164
Grade 10		50320
Grade 10		52205

**TABLE 2 LETTERED AND NUMBERED SCALES - A TO O AND 32 - 41:  
EFFECTIVE FROM 1 APRIL 2005**

Scale	Pay Scale Code	Incremental Points					
		Minimum	1	2	3	4	5
O	C462	N/A	N/A	N/A	N/A	N/A	50164
32	C423	N/A	N/A	N/A	N/A	49765	51810
N		N/A	N/A	N/A	N/A	50320	52205

Note: the pay points above are personally protected points only and no longer an incremental scale

	A	B	C	D	E
{33	42624	45148	47756	50335	52593
{M	43118	45641	48263	50884	52986
{34	43664	46037	48922	51375	52990
{L	C471	44102	46642	49307	51914
{K		45135	47665	50359	52683
{J		45828	48699	51409	53434
{I		47183	49713	52283	53994
{H		48205	50758	53038	54360
{G		49238	51777	53785	54738
{F		50261	52515	54145	55383
{41		50635	52868	54325	55781
{E		51062	53060	54410	55972
{D		51951	53880	54841	57908
{C		52868	54575	57166	60194
{B		53785	55290	58152	61284
{A		54244	56269	59171	62267

Note: These payscales (A-M and 33-41 above) were formerly available for specially designated posts only; from 1 April 1990 the agreements relating to these posts ceased to have effect and the payscales are now available only to staff presently graded under those agreements.

**TABLE 6**  
**EMERGENCY DUTY PAYMENTS: RATES OF ALLOWANCE**  
 (See Part 3, Section 22, paragraphs 770-780 of the Handbook)

<b>Reference</b>	<b>Rate of Allowance</b> (from 1 April 2005)
A1	£10.56 (for each session of on-call or standby duty performed - see paragraph 774)
A2	£12.66 (for each call which lasts up to 2 hours - see paragraph 777)

**TABLE 7**  
**PROFICIENCY ALLOWANCES – RATES PAYABLE FOR TYPING, SHORTHAND AND AUDIO TYPING QUALIFICATIONS**  
 (See Part 3, Section 24, paragraphs 820-837 of the Handbook).

<b>Reference</b>	<b>Rate Per Annum</b> (from 1 April 2005)
B1	£283
B2	£551
B3	£826
B4	£961

**TABLE 8**  
**PRICERS' ALLOWANCES**  
 (See Part 3, Section 25, paragraphs 870-873 of the Handbook)

<b>Reference</b>	<b>Rate Per Annum</b> (from 1 April 2005)
C1	£153
C2	£189
C3	£32
C4	£442

**TABLE 9**  
**ALLOWANCES FOR COMPUTER ASSISTED PRICING**

(See Part 3, Section 26, paragraphs 890-893 of the Handbook).

<b>Reference</b>	<b>Proficiency Level</b>	<b>Rate Per Annum</b> (from 1 April 2005)
C5	1	£101
C6	2	£204
C7	3	£307
C8	4	£409
	Output Level	
C9	1	£342
C10	2	£455
C11	3	£570
C12	4	£673
C13	5	£769
C14	6	£856
C15	7	£935
C16	8	£1019
C17	9	£1117

Allowance for Pricers in Grade 3 with at least six months experience:

C18	£610
-----	------

**TABLE 10**  
**DENTAL PRACTICE BOARDS: AUTHORISING CLERKS' ALLOWANCES**

(See Part 3, Section 27, paragraphs 920-921 of the Handbook)

<b>Reference</b>	<b>Rate Per Annum</b> (from 1 April 2005)
D1	£71
D2	£57

**TABLE 11****TABLE OF ALLOWANCES PAYABLE TO OFFICERS EMPLOYED ON AUTOMATIC DATA PROCESSING (ADP)**

(See Part 3, Section 28, paragraphs 950-976 of the Handbook).

<b>Reference</b>	<b>Allowance Code</b>	<b>Rate Per Annum</b> (from 1 April 2005)
E1	1201	£531
E2	1203	£1061
E3	1205	£1592
E4	1209	£1050
E5		£2111

**TABLE 12****WARDENS' PLUSAGE RATES**

<b>Allowance Code</b>	<b>Name of Allowance</b>	<b>Rate Per Annum</b> (from 1 April 2005)
1059	<p>Plussage is payable:</p> <p>Where A&amp;C staff are home wardens of a home, hostel, or other residential quarters for nursing, domestic, or other staff - with 150 or more residents and ) are at Grade 3 ) )</p> <p>Where A&amp;C staff are wardens ) of hostels for mentally disordered ) patients, containing no fewer than 12 patients and are at Grade 3</p>	£672
1060	Where A&C staff are assistant home wardens, in a home or hostel with 250 or more residents <i>and</i> are at Grade 2	£331

**TABLE 13**

**REGIONAL SECURE UNITS: RATE OF SPECIAL ALLOWANCE**

(See Part 3, Section 31, paragraphs 1070-1074 of the Handbook)

<b>Allowance Code</b>	<b>Rate Per Annum</b> (from 1 April 2005)
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1325	£725
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## SECTION D

### ANCILLARY STAFF – 1 APRIL 2005<sup>1</sup>

	Hourly Rate	Weekly Rate
Supervisory Rate	£6.390	£239.63
Non-supervisory Rate	£5.697	£213.64

#### Spine Point Additions

Description	No. of Additional Spine Points	Supervisory Rate		Non-supervisory Rate	
		Hourly Rate	Weekly Rate	Hourly Rate	Weekly Rate
Care of patients allowance Foul Linen (non Laundry/Sewing Staff)	2	£6.519	£244.46	£5.804	£217.65
Qualification Allowance Foul Linen (Laundry/Sewing Staff)	3	£6.585	£246.94	£5.858	£219.68
Alternating Shift	6	£6.784	£254.40	£6.025	£225.94
Regional Secure Unit	8	£6.920	£259.50	£6.142	£230.33
Alternating Shift <u>PLUS</u> Qualification Allowance/ Foul Linen (Laundry/Sewing Staff)	9	£6.990	£262.13	£6.202	£232.58
Rotating Shift	10	£7.061	£264.79	£6.264	£234.90
Rotating Shift <u>PLUS</u> Qualification Allowance/ Foul Linen (Laundry/Sewing Staff)	13	£7.274	£272.78	£6.453	£241.99

<sup>1</sup> In accordance with HDL(2003)15 – NHS Scotland Low Pay Agreement



## **TRAINEES**

### **Rates of Pay**

#### **(a) Trainee Cooks**

Until successful completion of Part 1 of the Course during the first and second year of training trainee cooks shall be paid the trainee rate of £188.45 per week from the week in which 1 April 2005 falls.

(i) On successful completion of Part 1 of the Course trainees who continue with training will be regraded to the entry point of Scale B. On successful completion of Part II they will become entitled to be regraded to Scale C, subject to the provisions of paragraph 25.

(ii) Trainees who obtain one of the recognised cookery diplomas set out in Section I, Part E, shall receive an additional 0.4p per hour during the first part of training and a fully enhanceable allowance of £4.02 per week on successful completion thereof.

#### **(b) Trainee Laundry Supervisory Staff**

Trainee Laundry Supervisory Staff shall be paid the trainee rate of £188.45 per week from the week in which 1 April 2005 falls, plus an additional 83p per week (in full at all ages), which shall count as part of basic pay for all purposes.

#### **(c) Other Trainee Staff**

Other staff employed in a trainee capacity, or staff not undertaking the full range of duties appropriate to the grade on which they are employed, shall from the week in which 1 April 2005 falls be paid the trainee rate of £188.45 per week.

## **UPHOLSTERERS**

### **Rates of Pay**

Journeymen/women upholsterers - £222.09 per week (£5.695 per hour), enhanceable for all purposes.

Upholsterers who perform chargehand or foreman/woman duties shall receive the following enhanceable allowances:

With effect from the beginning of the pay week in which  
1 April 2005 falls.

#### **Rate per week**

Chargehand	£8.34 (£0.214p/h)
Foreman/woman	£14.98 (£0.384 p/h)
Up to 10 staff	
11 or more staff	£ 15.72 (£0.403p/h)

### **Instructional Pay**

Tradesmen/women or staff employed as bakers and confectioners, butchers, tailors and shoemakers in a psychiatric\* hospital substantially engaged in working with patients for the purpose of occupying them and for whom the instruction of patients is incidental to their main work shall receive an allowance of £1.24 per week above the appropriate trade or scale rate. Any such staff engaged only for a small proportion of their working hours on such duties shall receive an allowance of 3p per hour.

\* In Scotland, Mental or Mental Deficiency Hospital.

## AMBULANCE STAFF – 1 APRIL 2005

20. **BASIC SALARY RATES EFFECTIVE FROM 1 APRIL 2005**

		Annual Rates £	
i.	Leading Ambulance Person	21,453	M001
ii.	Qualified Ambulance Person employed on the whole range of ambulance duties	19,885	M003
iii.	Ambulance Person	14,462	M006
iv.	Employees under 18 years of age and Ambulance Cadets	9,301	

**Notes**

1. Staff training to become a Qualified Ambulance Person shall be paid 80% of the salary of a Qualified Ambulance Person during the 12 month period on operational duties following:
  - i. the satisfactory completion of an approved training course of 6 weeks' duration; and
  - ii. the satisfactory completion of an approved 2 week driving course.

If not assessed as competent by the employer over the whole range of duties at the end of the 12 month period, an Ambulance Person shall, providing training continues, continue to be paid 80% of the Qualified Ambulance Person's salary until such time thereafter as so assessed.

## **PARAMEDIC STAFF**

- 21 With effect from 1 April 2005 paramedic staff on national rates required to use paramedical skills shall be paid allowances at the following rates:

	£pa
Full paramedical skills to IHCD standards (and holding a current IHCD certificate)	1,026
Skills in intubation, infusion and defibrillation only	739
Skills in intubation and infusion only	437
Skills in defibrillation only	302

These allowances shall count for all purposes including calculation of payment for overtime worked.

## **SECTION 4 STAND BY**

Stand by duty allowance - £7.08

**THIS PROVIDES INFORMATION ON THE UPLIFT OF PAY RATES/ALLOWANCES - ALL OTHER PROVISIONS IN THESE SECTIONS WILL CONTINUE TO APPLY.**

**SECTION F****AMBULANCE OFFICERS AND CONTROL ASSISTANTS – 1 APRIL 2005****10. UNIFORMED AMBULANCE OFFICERS****10.1 SALARY RATES EFFECTIVE FROM 1 APRIL 2005**

Ambulance Officer – Band 1	£23,953	Y964
Ambulance Officer – Band 2	£25,038	Y967
Assistant Senior Ambulance Officer	£27,217	Y970
Senior Ambulance Officer	£29,939	
Principal Ambulance Officer	£32,389	

**11. CONTROL ASSISTANTS****11.1 SALARY RATES EFFECTIVE FROM 1 APRIL 2005****Control Assistant Grade 1 X100**

03	£11,420
04	£11,787
05	£12,166
06	£12,580

**Control Assistant Grade 2 X105**

06	£12,580
07	£12,985
08	£13,500
09	£14,041
10	£14,602

**12.2 SALARY RATES EFFECTIVE FROM 1 APRIL 2005**

<u>Closed Grade</u>	<u>Annual Salary</u>
Rank 7 (day)	£18,435
Rank 6 (day)	£19,758
Rank 6 (rotating shifts)	£21,824
Rank 5 (day)	£21,726
Rank 5 (alternating shifts)	£22,317
Rank 4 (day)	£24,581

## **PARAMEDIC STAFF**

13. With effect from 1 April 2005 paramedic staff on national rates required to use paramedical skills shall be paid allowances at the following rates:

	£pa
Full paramedical skills to IHCD standards (and holding a current IHCD certificate)	1,026
Skills in intubation, infusion and defibrillation only	739
Skills in intubation and infusion only	437
Skills in defibrillation only	302

## **ALLOWANCES**

### **SECTION 5 STANDBY**

Stand by duty allowance - £7.08

### **SECTION 6 CONTROL ASSISTANTS**

#### **SHIFT WORKING**

Rotary Shift Allowance – 37p per hour

Alternating Shift Allowance – 25p per hour

**THIS PROVIDES INFORMTAION ON THE UPLIFT OF PAY RATES/ALLOWANCES - ALL OTHER PROVISIONS IN THESE SECTIONS WILL CONTINUE TO APPLY.**

**SECTION G****MAINTENANCE STAFF – 1 APRIL 2005****NATIONAL WEEKLY RATES OF PAY FOR COMMON GRADING STRUCTURE STAFF****NATIONAL WEEKLY RATES OF PAY****COMMON GRADING STRUCTURE STAFF**

	£ per week 1/4/05
Maintenance Technician	382.67
Maintenance Craftsman	352.72
Maintenance Assistant	262.89
Maintenance Chargehand	372.69
Maintenance Supervisor	392.63

**BUILDING CRAFT OPERATIVES AND BUILDING LABOURERS**

	£ per week 1/4/05
Building Craft Operative	310.07
Building Labourer	258.50
Maintenance Chargehand (Building)	350.00
Maintenance Supervisor (Building)	371.02

**PLANNER ESTIMATORS**

Planner Estimators	372.69
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**Apprentices Whose Employment in the NHS Began Prior to 1 April 2002**

	During First Year of Training	During Second and Subsequent Years' Training
AGE	£ per week	£ per week
	1.4.05	1.4.05
16	113.12	-
17	137.87	168.46
18	165.40	205.25
19	192.93	244.34
20	202.12	258.29
21 and over	214.68	272.31

### **Apprentices whose Employment in the NHS Began After 1 April 2002.**

Apprentices whose employment in the NHS began after 1 April 2002 will be paid in accordance with the pay structure set out in the tables below.

From 1 April 2005			
Year 1	£139.69	Year 4	£217.78
		With S/NVQ2	£247.48
Year 2	£158.39	With S/NVQ3	£272.78
Year 3	£178.18		
With S/NVQ2	£214.48		

### **SHIFT ALLOWANCES**

#### **Rotary Shift Allowance**

Rotary Shift 55p per hour

#### **Alternative Shift Allowance**

Alternating shift 33p per hour

### **ON-CALL DUTY**

Normal weekdays and at weekends 70p per hour  
Minimum payment ..... £7.09 per occasion

Public holidays £1.40 per hour  
Minimum payment ..... £14.07 per occasion

### **REGIONAL SECURITY UNITS - SPECIAL ALLOWANCE**

Non-enhanceable allowance of **£3.63** per week (pro rata for part-time staff)

**THIS PROVIDES INFORMATION ON THE UPLIFT OF PAY  
RATES/ALLOWANCES. ALL OTHER PROVISIONS IN THESE SECTIONS WILL  
CONTINUE TO APPLY**



## SECTION H

### HEALTHCARE PHARMACISTS – 1 APRIL 2005

#### HEALTHCARE PHARMACISTS AND PRE-REGISTRATION GRADUATES

Pre-Registration Graduate and University and college based sandwich course students undergoing approved pre-registration training in pharmacy departments:-

G878: £14,189

SPINE POINT		A G600	B G605 *G606	C G610 *G615 **G620	D G625 *G630 **G635	E G640 *G645 **G650 ***G655	F G660 *G665 **G670 ***G675	G G680 *G682 **G684 ***G686	H G690 *G692 **G694 ***G696
	£pa	£pa	£pa	£pa	£pa	£pa	£pa	£pa	£pa
00	19,961	19,961							
01	21,213	21,213							
02	22,464	22,464	22,464						
03	23,717		23,717						
04	24,970		24,970						
05	25,286		*25,286	25,286					
06	26,493			26,493					
07	27,700			27,700					
08	28,907			28,907					
09	30,114			30,114					
10	31,323			31,323					
11	31,626			*31,626	31,626				
12	32,800			**32,800	32,800				
13	33,974				33,974				
14	35,149				35,149				
15	35,631				35,631	35,631			
16	36,783				*36,783	36,783			
17	37,933				**37,933	37,933			
18	39,085					39,085			
19	40,238					*40,238	40,238		
20	41,388					**41,388	41,388		
21	42,541					***42,541	42,541		
22	43,691						43,691		
23	44,844						*44,844	44,844	
24	45,995						**45,995	45,995	
25	47,147						***47,147	47,147	
26	48,299							48,299	
27	49,449							*49,449	
28	50,601							**50,601	
29	51,753							***51,753	51,753
30	52,904								52,904
31	54,057								54,057
32	55,209								*55,209
33	56,361								**56,361
34	57,513								***57,513

Pay scale codes and salary points marked \* are for use when salary scales have been advanced in accordance with paragraphs 15 and 16 of Appendix J to AL(PH)1/89 and paragraphs 1 and 2 of Appendix H to AL(PH)2/91.

## **EMERGENCY DUTY COMMITMENT ALLOWANCE**

The nationally agreed minimum rate of Emergency Duty Commitment Allowance (effective from 1 April 2005) for healthcare pharmacists who commit to working in emergencies is:-

£2,526 per annum

This allowance will be superannuable. It will be paid pro-rata to part-time staff where appropriate, depending on the proportion of emergency duty undertaken.

## SECTION I

### SONOGRAPHERS – 1 APRIL 2005

For further information on grading and re-grading criteria, please refer to HDL(2003)47, Annex A.

#### Trainee Sonographer

£20,222 - £26,911 (Senior II Radiographer scale as at 1 April 2005 *including discretionary points*)

#### Sonographer

£24,015 - £29,460 (Senior I Radiographer scale as at 1 April 2005 *including discretionary points*)

#### Clinical Specialist II

	£
Point 1	27,500
Point 2	28,269
Point 3	29,053
Point 4	29,858
Point 5	30,865
Point 6	31,918
Point 7	32,991

#### Clinical Specialist I

	£
Point 1	32,991
Point 2	34,070
Point 3	35,195
Point 4	36,320
Point 5	37,611
Point 6	38,901
Point 7	40,191

## Consultant Sonographer

Criteria in accordance with conditions contained within:

NHS Circular PCS(PAM)(PTA)2003/1  
ARRANGEMENTS FOR ALLIED HEALTH PROFESSIONS CONSULTANT POSTS  
FOR STAFF COVERED BY THE PROFESSIONS ALLIED TO MEDICINE PT "A"  
WHITLEY COUNCIL

Pay Scale as at 1 April 2005	£
Point 1	
Point 2	
Point 3	
Point 4	37,332
Point 5	38,483
Point 6	39,665
Point 7	40,852
Point 8	42,034
Point 9	43,231
Point 10	44,475
Point 11	45,760
Point 12	47,076
Point 13	48,454
Point 14	49,853
Point 15	51,345

## SECTION J

### CLINICAL SCIENTISTS AND HOSPITAL OPTOMETRISTS – 1 APRIL 2005

#### Clinical Scientists' salaries with effect from 1 April 2005

Spine Point	£ pa	£ pa	£ pa	£ pa
01	17,371	G 17,371		
02	18,065	R 18,065		
03	18,784	A 18,784		
04	19,535	D 19,535		
05	20,319	E 20,319		
06	21,135	21,135		
07	21,974	A 21,974		
08	22,857	G 22,857		
09	23,769	R 23,769		
10	24,719	A 24,719		
11	25,709	D 25,709		
12	26,736	E 26,736		
13	27,808	27,808		
14	28,920	B 28,920	Individual posts in Grade B	
15	30,074	30,074	will be assigned a personal	
16	31,279	31,279	payscale of three consecutive	
17	32,531	32,531	points within the range 08 to	
18	33,829	33,829	24 on the spine	
19	35,185	35,185		
20	36,593	36,593		
21	38,056	38,056		
22	39,577	39,577		
23	41,159	41,159	G 41,159	
24	42,807	42,807	R 42,807	
25	44,519		A 44,519	
26	46,300		D 46,300	
27	48,154		E 48,154	
28	50,080		50,080	
29	52,079		C 52,079	
30	54,165		54,165	
31	56,332		56,332	
32	58,586		*58,586	
33	60,930		*60,930	
34	63,367		*63,367	
35	65,904		*65,904	
36	68,537		*68,537	

*Spine points marked \* are for use only when salary scales have been advanced in accordance with paragraph 9.3 in Appendix B of Advance Letter (SP) 1/90. Pay rates should be applied pro rata to sessional staff under Appendix D to Advance Letter (SP) 2/84.*

## Hospital Optometrists' salaries with effect from 1 April 2005

Pre-Registration: £10,868

Spine Point	£ pa		£ pa		£ pa		£ pa
01	17,371		G	17,371			
02	18,065		R	18,065			
03	18,784		A	18,784			
04	19,535		D	19,535			
05	20,319		E	20,319			
06	21,135			21,135			
07	21,974	A		21,974			
08	22,857				G	22,857	
09	23,769				R	23,769	
10	24,719				A	24,719	
11	25,709				D	25,709	
12	26,736				E	26,736	
13	27,808					27,808	
14	28,920				B	28,920	Individual posts in Grade B
15	30,074					30,074	will be assigned a personal
16	31,279					31,279	payscale of three consecutive
17	32,531					32,531	points within the range 08 to
18	33,829					33,829	24 on the spine
19	35,185					35,185	
20	36,593					36,593	
21	38,056					38,056	
22	39,577					39,577	
23	41,159					41,159	G 41,159
24	42,807					42,807	R 42,807
25	44,519						A 44,519
26	46,300						D 46,300
27	48,154						E 48,154
28	50,080						50,080
29	52,079						C 52,079
30	54,165						54,165
31	56,332						56,332
32	58,586						*58,586
33	60,930						*60,930
34	63,367						*63,367
35	65,904						*65,904
36	68,537						*68,537

*Spine points marked \* are for use only when salary scales have been advanced in accordance with paragraph 9.3 in Appendix B of Advance Letter (OP) 1/90. Pay rates should be applied pro rata to sessional staff under Appendix B to Advance Letter (OP) 1/90.*

**SECTION K****HEALTHCARE CHAPLAINS - 1 APRIL 2005****Whole-Time Healthcare Chaplains and Whole-Time Healthcare Chaplains' Assistants' salaries from 1 April 2005**

<b>Payscale</b>	<b>Spine Point</b>	<b>£ pa</b>
Whole-Time Healthcare Chaplains' Assistant	19	18,065
	20	18,784
	21	19,535
	22	*20,319
	23	**21,135
Whole-Time Healthcare Chaplain	28	25,709
	29	26,736
	30	27,808
	31	*28,920
	32	**30,074

Pay points and codes marked \* are for use only when paycales have been advanced in accordance with Appendix B of SHHD/DGM(1991)70.

**ACCOMMODATION ALLOWANCE FOR WHOLE-TIME HEALTHCARE CHAPLAINS AND WHOLE TIME HEALTHCARE CHAPLAINS' ASSISTANTS**

With effect from 1 April 2005 the accommodation allowance for whole-time healthcare chaplains and whole-time healthcare chaplains' assistants is increased from £3,508 to £3,621 per annum (maximum rate).

**SPECIAL ALLOWANCE FOR WHOLE-TIME HEALTHCARE CHAPLAINS AND WHOLE-TIME HEALTHCARE CHAPLAINS' ASSISTANTS EMPLOYED IN REGIONAL SECURE UNITS**

With effect from 1 April 2005 the Regional Secure Unit allowance for whole-time healthcare chaplains and whole-time healthcare chaplains' assistants is increased from £1,253 to £1,293.

## SECTION L

### CLINICAL PSYCHOLOGISTS AND CHILD PSYCHIATRISTS – 1 APRIL 2005

#### Assistant Psychologists, Trainee Clinical Psychologists and Clinical Psychologists salaries from 1 April 2005

Spine Point	Assistant Psychologist	Trainee Clinical Psychologist	Clinical Psychologist Grade A	Clinical Psychologist Grade B
13	14,275	14,275		
14	14,843	14,843		
15	15,439	15,439		
16	16,056	16,056		
17	16,702	16,702		
18	17,371	17,371		
19	18,065	18,065		
20	18,784	18,784	18,784	
21	19,535		19,535	
22	20,319		20,319	
23	21,135		21,135	
24	21,974		21,974	
25	22,857		22,857	Individual posts in Grade A will be assigned a personal payscale of three consecutive points within the range 20 to 41 on the Spine
26	23,769		23,769	
27	24,719		24,719	
28	25,709		25,709	
29	26,736		26,736	
30	27,808		27,808	
31	28,920		28,920	
32	30,074		30,074	
33	31,279		31,279	
34	32,531		32,531	
35	33,829		33,829	
36	35,185		35,185	
37	36,593		36,593	
38	38,056		38,056	
39	39,577		39,577	
40	41,159		41,159	41,159
41	42,807		42,807	42,807
42	44,519			44,519
43	46,300			46,300
44	48,154			48,154
45	50,080			50,080
46	52,079			52,079
47	54,165			54,165
48	56,332			56,332
49	58,586			*58,586
50	60,930			*60,930
51	63,367			*63,367
52	65,904			*65,904
53	68,537			*68,537

Spine points marked \* are for use only when salary scales have been advanced in accordance with paragraph 9.4 of Appendix D of Advance Letter (SP)4/92. All these pay rates should be applied pro rata to sessional staff under Appendix D to Advance Letter (SP)2/84.



**Assistant Psychotherapists (Child), Trainee Child Psychotherapists and Child Psychotherapists salaries with effect from 1 April 2005**

Spine Point	Assistant Psychotherapist (Child)	Trainee Child Psychotherapist	Child Psychotherapist Grade A	Child Psychotherapist Grade B
17	16,702	16,702		
18	17,371	17,371		
19	18,065	18,065		
20	18,784	18,784		
21	19,535	19,535		
22	20,319	20,319		
23	21,135	21,135		
24	21,974	21,974		
25	22,857	22,857	22,857	
26	23,769		23,769	
27	24,719		24,719	
28	25,709		25,709	
29	26,736		26,736	Individual posts in Grade A will be assigned a personal payscale of three consecutive points within the range 25 to 41 on the Spine
30	27,808		27,808	
31	28,920		28,920	
32	30,074		30,074	
33	31,279		31,279	
34	32,531		32,531	
35	33,829		33,829	
36	35,185		35,185	
37	36,593		36,593	
38	38,056		38,056	
39	39,577		39,577	
40	41,159		41,159	41,159
41	42,807		42,807	42,807
42	44,519			44,519
43	46,300			46,300
44	48,154			48,154
45	50,080			50,080
46	52,079			52,079
47	54,165			54,165
48	56,332			56,332
49	58,586			*58,586
50	60,930			*60,930
51	63,367			*63,367
52	65,904			*65,904
53	68,537			*68,537

Spine points marked \* are for use only when salary scales have been advanced in accordance with paragraph 8.4 of Appendix A of Advance Letter (SP)6/91. All these pay rates should be applied pro rata to sessional staff under Appendix D to Advance Letter (SP)2/84.

**SPECIAL ALLOWANCE FOR CLINICAL PSYCHOLOGISTS AND CHILD PSYCHOTHERAPISTS EMPLOYED IN REGIONAL SECURE UNITS**

With effect from 1 April 2005 the Regional Secure Unit allowance payable to staff is increased from £1,253 to £1,293.

## SECTION M

### SPEECH AND LANGUAGE THERAPISTS – 1 APRIL 2005

#### Speech and Language Therapists salaries from 1 April 2005

Spine Point		Band 1	Band 2	Band 3	Band 4	Band 5
		SLT E550 to E554	SLT E560 to E576	SLT E586 to E592	SLT E593	SLT E510 to E515
18	17,371	17,371				Individual posts will be assigned a personal payscale of any three consecutive points within the range 18-22 (Band 1), 23-33 (Band 2) and 36-41 (Band 3) on the spine.
19	18,065	18,065				
20	18,784	18,784				
21	19,535	19,535				
22	20,319	20,319				
23	21,135		21,135			
24	21,974		21,974			
25	22,857		22,857			
26	23,769		23,769			
27	24,719		24,719			
28	25,709		25,709			Individual posts in 42,807 Band 5 will be assigned a personal payscale of any eight consecutive points within the range 41-53 on the spine.
29	26,736		26,736			
30	27,808		27,808			
31	28,920		28,920			
32	30,074		30,074			
33	31,279		31,279			
34	32,531					
35	33,829					
36	35,185			35,185		
37	36,593			36,593		
38	38,056			38,056		Individual posts in 44,519 Band 5 will be assigned a personal payscale of any eight consecutive points within the range 41-53 on the spine.
39	39,577			39,577		
40	41,159			41,159	41,159	
41	42,807			42,807	42,807	
42	44,519				44,519	
43	46,300				46,300	
44	48,154				48,154	
45	50,080				50,080	
46	52,079				52,079	
47	54,165				54,165	
48	56,332				56,332	Individual posts in 60,930 Band 5 will be assigned a personal payscale of any eight consecutive points within the range 41-53 on the spine.
49	58,586					
50	60,930					
51	63,367					
52	65,904					
53	68,537					

Spine points 34 and 35 (E578 and E579 respectively) are available for exceptionally demanding posts at the top of Band 2 but which do not meet the definition of Band 3.

**Speech and Language Therapists' Assistants' salaries  
with effect from 1 April 2005**

<b>Spine Point</b>	<b>Value</b>
07 (P548/P648)	11,556
08	11,927
09	12,322
10	12,741
11	13,229

**RATES FOR SESSIONAL EMPLOYEES**

1/10 of weekly rates per session.

**REGIONAL SECURE UNIT ALLOWANCE WITH EFFECT FROM 1 APRIL 2005**

From 1 April 2005 the above will be increased to £1,293.

# SECTION N

## PROFESSIONAL AND TECHNICAL – 1 APRIL 2005

SHEET 1

### ESTATE OFFICERS (EOs)

PAY SCALES WITH EFFECT FROM 1 APRIL 2005

		TRAINEE	EO 1	EO 2	EO 3	EO 4	EO 5	EO 6
SPI NE POINT	£	F850	F860 *F861 *F862  *F863	W870 *W871 *W872  *W873	W880 *W881 *W882  *W883	F890 *F891 *F892  *F893	F900 *F901 *F902  *F903	F910 *F911   *F913
05	10,867	10,867						
06	11,201	11,201						
07	11,556	11,556						
08	11,927	11,927						
09	12,322	12,322						
10	12,741	12,741						
11	13,229	13,229						
12	13,728	13,728						
13	14,275	14,275						
14	14,843	14,843						
15	15,439	15,439	15,439					
16	16,056	16,056	16,056					
17	16,702	16,702	16,702					
18	17,371	17,371	17,371					
19	18,065	18,065	18,065					
20	18,784	18,784	18,784					
21	19,535	19,535	19,535					
22	20,319		*20,319	20,319				
23	21,135		*21,135	21,135				
24	21,974		*21,974	21,974				
25	22,857			22,857				
26	23,769			23,769				
27	24,719			24,719				
28	25,709			*25,709	25,709			
29	26,736			*26,736	26,736			
30	27,808			*27,808	27,808			
31	28,920				28,920			
32	30,074				30,074			
33	31,279				*31,279	31,279		
34	32,531				*32,531	32,531		
35	33,829				*33,829	33,829		
36	35,185					35,185		
37	36,593					*36,593	36,593	
38	38,056					*38,056	38,056	
39	39,577					*39,577	39,577	
40	41,159						41,159	
41	42,807						*42,807	42,807
42	44,519						*44,519	44,519
43	46,300						*46,300	46,300
44	48,154							48,154
45	50,080							*50,080
46	52,079							*52,079
47	54,165							*54,165

Pay points and codes marked \* are for use only when pay scales have been advanced in accordance with relevant paragraphs of the Handbook.

**MEDICAL TECHNICAL OFFICERS (MTOs)**  
**PAY SCALES WITH EFFECT FROM 1 APRIL 2005**

		<b>TRAINEE</b>	<b>MT0 1</b>	<b>MT0 2</b>	<b>MT0 3</b>	<b>MT0 4</b>	<b>MT0 5</b>
<b>SPINE POINT</b>	<b>£</b>	<b>F100</b>	<b>F105</b> <b>*F106</b> <b>*F107</b> <b>*F108</b>	<b>F110</b> <b>*F111</b> <b>*F112</b> <b>*F113</b>	<b>W115</b> <b>*W116</b> <b>*W117</b> <b>*W118</b>	<b>W120</b> <b>*W121</b> <b>*W122</b> <b>*W123</b>	<b>F125</b> <b>*F126</b> <b>*F127</b> <b>*F128</b>
00	9,418						
01	9,686						
02	9,961						
03	10,249	10,249					
04	10,548	10,548					
05	10,867	10,867					
06	11,201	11,201					
07	11,556	11,556					
08	11,927	11,927					
09	12,322	12,322					
10	12,741						
11	13,229		13,229				
12	13,728		13,728				
13	14,275		14,275				
14	14,843		14,843				
15	15,439		15,439				
16	16,056		16,056	16,056			
17	16,702		*16,702	16,702			
18	17,371		*17,371	17,371			
19	18,065		*18,065	18,065			
20	18,784			18,784			
21	19,535			19,535			
22	20,319			20,319			
23	21,135			*21,135	21,135		
24	21,974			*21,974	21,974		
25	22,857			*22,857	22,857		
26	23,769				23,769		
27	24,719				24,719	24,719	
28	25,709				*25,709	25,709	
29	26,736				*26,736	26,736	
30	27,808				*27,808	27,808	
31	28,920					28,920	
32	30,074					*30,074	30,074
33	31,279					*31,279	31,279
34	32,531					*32,531	32,531
35	33,829						33,829
36	35,185						35,185
37	36,593						*36,593
38	38,056						*38,056
39	39,577						*39,577

Pay points and codes marked \* are for use only when pay scales have been advanced in accordance with relevant paragraphs of the Handbook.

**ASSISTANT TECHNICAL OFFICERS (ATOs)**  
**PAY SCALES WITH EFFECT FROM 1 APRIL 2005**

		<b>ATO</b>	<b>SENIOR ATO</b>
<b>SPINE POINT</b>	<b>£</b>	<b>F150 *F151 *F152 *F153</b>	<b>F155 *F156 *F157 *F158</b>
05	<sup>1</sup> 10,867	10,867	
06	11,201	11,201	
07	11,556	11,556	
08	11,927	11,927	
09	12,322	12,322	
10	12,741	12,741	12,741
11	13,229	*13,229	13,229
12	13,728	*13,728	13,728
13	14,275	*14,275	14,275
14	14,843		14,843
15	15,439		*15,439
16	16,056		*16,056
17	16,702		*16,702

Pay points and codes marked \* are for use only when pay scales have been advanced in accordance with relevant paragraphs of the Handbook.

<sup>1</sup> In accordance with HDL(2003)15 – NHS Scotland Low Pay Agreement.

**MEDICAL LABORATORY SCIENTIFIC OFFICER (MLSO)**  
**PAY SCALES WITH EFFECT FROM 1 APRIL 2005**

		TRAINEE	MLS01	MLS02	MLS03	MLS04	Advanced Practitioner
SPINE POINT	£ pa	F750	F751 *F752 *F753 *F754	W756 *W757 *W758 *W759	F761 *F762 *F763 *F764	F766 *F767 *F768 *F769	F795 *F796 *F797 *F798
10	12,741	12,741					
11	13,229	13,229					
12	13,728	13,728					
13	14,275	14,275					
14	14,843						
15	15,439						
16	16,056						
17	16,702						
18	17,371		17,371				
19	18,065		18,065				
20	18,784		18,784				
21	19,535		19,535				
22	20,319		20,319				
23	21,135		21,135				
24	21,974		*21,974	21,974			
25	22,857		*22,857	22,857			
26	23,769		*23,769	23,769			
27	24,719			24,719			
28	25,709			25,709			
29	26,736			26,736			
30	27,808			27,808	27,808		
31	28,920			*28,920	28,920		
32	30,074			*30,074	30,074		
33	31,279			*31,279	31,279		
34	32,531				*32,531	32,531	
35	33,829				*33,829	33,829	
36	35,185				*35,185	35,185	
37	36,593					36,593	
38	38,056					*38,056	
39	39,577					*39,577	
40	41,159					*41,159	41,159
41	42,807						42,807
42	44,519						44,519
43	46,300						46,300
44	48,154						48,154
45	50,080						*50,080
46	52,079						*52,079
47	54,165						*54,165

Pay points and codes marked \* are for use only when pay scales have been advanced in accordance with relevant paragraphs of the Handbook.

**PATHOLOGY SUPPORT GRADES**

PAY SCALES WITH EFFECT FROM 1 APRIL 2005

		<b>MEDICAL LABORATORY ASSISTANT</b>	<b>TRAINEE CYTOLOGY SCREENER</b>	<b>CYTOLOGY SCREENER</b>
<b>Spine Point</b>	<b>£ pa</b>	<b>F771 *F772 *F773 *F774</b>	<b>F780</b>	<b>F781 *F782 *F783</b>
05	<sup>1</sup> 10,867	10,867		
06	11,201	11,201	11,201	
07	11,556	11,556	11,556	
08	11,927	11,927		
09	12,322	12,322		
10	12,741	12,741		
11	13,229	*13,229		13,229
12	13,728	*13,728		13,728
13	14,275	*14,275		14,275
14	14,843			14,843
15	15,439			15,439
16	16,056			16,056
17	16,702			16,702
18	17,371			17,371
19	18,065			*18,065
20	18,784			*18,784
21	19,535			*19,535

Pay points and codes marked \* are for use only when pay scales have been advanced in accordance with relevant paragraphs of the Handbook.

<sup>1</sup> In accordance with HDL(2003)15 – NHS Scotland Low Pay Agreement.



**EMERGENCY DUTY PAYMENTS  
WITH EFFECT FROM 1 APRIL 2005**

GRADES ELIGIBLE	RATES OF PAYMENT (£)		
	STAND – BY	ON – CALL	CALLS
Under Paragraphs 4410 - 4412:  Estate Officer Medical Technical Officer Assistant Technical Officer	13.23	9.48	Paragraph 4412 applies
Under Paragraphs 4420 – 4422:  Medical Laboratory Scientific Officer	13.65	13.65	16.29

**PROFESSIONAL/MANAGEMENT – 1 APRIL 2005****Transitional Arrangements****Pay Ranges**

1. The Professional/Management Transitional pay ranges will be extended by raising the minima and maxima respectively by 3.225% from 1 April 2005. Table A below provides new pay ranges for the Professional/Management Transitional Arrangements effective from 1 April 2005 and replaces Table A of the Annex to HDL(2004)22 dated 13 April 2004.

**Performance Pay**

2. Performance pay for 2005/06 should be paid using performance in 2004/05 assessed under the Appraisal Arrangements for Staff on Executive Pay Ranges in HDL(2002)64 dated 23 August 2002.

**Professional/Management Transitional Arrangements: Annual Salary Increase**

3 For 2005/06, the arrangements for application of the cost of living uplift detailed in Schedule 2 of MEL(2000)25 dated 2 May 2000 remain unchanged. The cost of living uplift for 2005/06 is 3.225%. The incremental level for progression through the range applicable for satisfactory performance or above remains unchanged at 4%.

**TABLE A**

<b>GRADE</b>	<b>JOB UNITS</b>		<b>PAY RANGES</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum £</b>	<b>Maximum £</b>
4	519	613	28,794	38,491
3	439	518	25,171	33,648
2	371	438	22,038	29,460
1	314	370	19,463	26,019
0	269	313	17,582	23,502