

**The Scottish Government**  
Health Workforce Directorate  
Employment and Retention Division



Dear Colleague

**PAY AND CONDITIONS FOR HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE**

**SPECIALTY DOCTOR AND ASSOCIATE SPECIALIST GRADES: TRANSITIONAL PAY SCALES**

**Summary**

1. Following discussions between SGHD, BMA and NHS Employers at the SAS Contract Scottish Implementation Group (SASCSIG) a revised Table 3 of the terms and conditions of service for these grades has been agreed. This table sets out the transitional pay scales to be applied from 1 April 2009. This is attached at Annex A.

**Action**

2. NHS Boards are asked to ensure that the transitional arrangements set out in Table 3 are applied as appropriate.

**Scottish Ministers Approval**

3. Employers should implement this agreement, which has been approved by Scottish Ministers under Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991/537). A copy of the formal approval is attached.

19 March 2010

**Addresses**

For action

Chairs, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)

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

For information

Members, Scottish Partnership Forum  
Members, Scottish Terms and Conditions Committee  
Members, Scottish Workforce and Governance Group

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## **Enquiries**

4. Employees should direct their personal enquiries to their employing NHS Board or Special Health Board.

5. 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>

Yours sincerely

**JOHN NICHOLLS**  
**Deputy Director for Health Workforce**

## **DIRECTION**

Scottish Ministers, in exercise of the powers conferred on them by Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 and Section 105(7), paragraph 5 of Schedule 1 and paragraph 7 of Schedule 5 to, the National Health Service (Scotland) Act 1978, hereby gives to NHS Boards and Special Health Boards and NHS National Services Scotland (the Common Services Agency) the following Direction.

The revised Table 3 setting out revised transitional pay arrangements for Specialty Doctor and Associate Specialist grades from 1 April 2009 as set out in NHS Circular PCS(DD)2010/2 dated 19 March 2010 has been approved.

**JOHN NICHOLLS**  
Deputy Director  
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Health Workforce Directorate  
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19 March 2010

**ANNEX A**

**ASSOCIATE SPECIALIST PROGRESSION BASED ON SALARY AS AT 1 APRIL 2009**

<b>Placing on Associate Specialist grade at 1<sup>st</sup> April 2007</b>	<b>Next increment due</b>	<b>Salary due on increment</b>
<b>Max plus 4 disc pts</b>		<b>81560</b>
	<b>Increment due 2009/10</b>	<b>84106</b>
<b>Max plus 3 disc pts</b>		<b>79015</b>
	<b>Increment due 2009/10</b>	<b>81560</b>
	<b>Increment due 2012/13</b>	<b>84106</b>
<b>Max plus 2 disc pts</b>		<b>79015</b>
	<b>Increment due 2011/12</b>	<b>81560</b>
	<b>Increment due 2014/15</b>	<b>84106</b>
<b>Max plus 1 disc pt</b>		<b>76471</b>
	<b>Increment due 2010/11</b>	<b>79015</b>
	<b>Increment due 2013/14</b>	<b>81560</b>
	<b>Increment due 2016/17</b>	<b>84106</b>
<b>Max</b>		<b>73926</b>
	<b>Increment due 2010/11</b>	<b>76471</b>
	<b>Increment due 2012/13</b>	<b>79015</b>
	<b>Increment due 2015/16</b>	<b>81560</b>
	<b>Increment due 2018/19</b>	<b>84106</b>
<b>6<sup>th</sup> incremental pt</b>		<b>71381</b>
	<b>Increment due 2009/10</b>	<b>73926</b>
	<b>Increment due 2011/12</b>	<b>76471</b>
	<b>Increment due 2013/14</b>	<b>79015</b>
	<b>Increment due 2016/17</b>	<b>81560</b>
	<b>Increment due 2019/20</b>	<b>84106</b>
<b>5<sup>th</sup> incremental pt</b>		<b>71381</b>
	<b>Increment due 2010/11</b>	<b>73926</b>
	<b>Increment due 2012/13</b>	<b>76471</b>
	<b>Increment due 2014/15</b>	<b>79015</b>
	<b>Increment due 2017/18</b>	<b>81560</b>
	<b>Increment due 2020/21</b>	<b>84106</b>
<b>4<sup>th</sup> incremental pt</b>		<b>69432</b>
	<b>Increment due 2009/10</b>	<b>71381</b>
	<b>Increment due 2011/12</b>	<b>73926</b>
	<b>Increment due 2013/14</b>	<b>76471</b>
	<b>Increment due 2015/16</b>	<b>79015</b>
	<b>Increment due 2018/19</b>	<b>81560</b>
	<b>Increment due 2021/22</b>	<b>84106</b>
<b>Min, 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> inc pts</b>		<b>64731</b>
	<b>Increment due 2009/10</b>	<b>69432</b>
	<b>Increment due 2010/11</b>	<b>71381</b>
	<b>Increment due 2012/13</b>	<b>73926</b>
	<b>Increment due 2014/15</b>	<b>76471</b>
	<b>Increment due 2016/17</b>	<b>79015</b>
	<b>Increment due 2019/20</b>	<b>81560</b>
	<b>Increment due 2022/23</b>	<b>84106</b>

SPECIALTY DOCTOR (STAFF GRADE) PROGRESSION BASED ON SALARY AS AT 1 APRIL 2009

Placing on Staff Grade at 1 <sup>st</sup> April 2007	Next increment due	Salary due on increment
Staff Grade Max plus 4 disc pts		64772
	Increment due 2009/10	67959
Staff Grade Max plus 3 disc pts		61586
	Increment due 2009/10	64772
	Increment due 2012/13	67959
Staff Grade Max plus 2 disc pts		61586
	Increment due 2011/12	64772
	Increment due 2014/15	67959
Staff Grade Max plus 1 disc pt		58399
	Increment due 2010/11	61586
	Increment due 2013/14	64772
	Increment due 2016/17	67959
Staff Grade Max		55211
	Increment due 2010/11	58399
	Increment due 2012/13	61586
	Increment due 2015/16	64772
	Increment due 2018/19	67959
Staff Grade 4 <sup>th</sup> incremental pt		52025
	Increment due 2009/10	55211
	Increment due 2011/12	58399
	Increment due 2013/14	61586
	Increment due 2016/17	64772
	Increment due 2019/20	67959
Staff Grade 3 <sup>rd</sup> incremental pt		52025
	Increment due 2010/11	55211
	Increment due 2012/13	58399
	Increment due 2014/15	61586
	Increment due 2017/18	64772
	Increment due 2020/21	67959
Staff Grade 2 <sup>nd</sup> incremental pt		48909
	Increment due 2009/10	52025
	Increment due 2011/12	55211
	Increment due 2013/14	58399
	Increment due 2015/16	61586
	Increment due 2018/19	64772
	Increment due 2021/22	67959
Staff grade 1 <sup>st</sup> incremental pt		45781
	Increment due 2009/10	48909
	Increment due 2010/11	52025
	Increment due 2012/13	55211
	Increment due 2014/15	58399
	Increment due 2016/17	61586
	Increment due 2019/20	64772
	Increment due 2022/23	67959
Staff grade minimum		43610
	Increment due 2009/10	45781
	Increment due 2010/11	48909
	Increment due 2011/12	52025
	Increment due 2013/14	55211
	Increment due 2015/16	58399
	Increment due 2017/18	61586
	Increment due 2020/21	64772
	Increment due 2023/24	67959

**SPECIALTY DOCTOR (STAFF GRADE (PRE 1/10/97 CONDITIONS)) PROGRESSION BASED ON SALARY AS AT 1 APRIL 2009**

Placing on Staff Grade (pre 1/10/97) at 1 <sup>st</sup> April 2007	Next increment due	Salary due on increment
<b>Staff grade (pre 1/10/97 conditions) maximum</b>		<b>61586</b>
	Increment due 2011/12	64772
	Increment due 2014/15	67959
<b>Staff grade (pre 1/10/97 conditions) 6<sup>th</sup> incremental pt</b>		<b>58399</b>
	Increment due 2010/11	61586
	Increment due 2013/14	64772
	Increment due 2016/17	67959
<b>Staff grade (pre 1/10/97 conditions) 5<sup>th</sup> incremental pt</b>		<b>55211</b>
	Increment due 2010/11	58399
	Increment due 2012/13	61586
	Increment due 2015/16	64772
	Increment due 2018/19	67959
<b>Staff grade (pre 1/10/97 conditions) 4<sup>th</sup> incremental pt</b>		<b>52025</b>
	Increment due 2009/10	55211
	Increment due 2011/12	58399
	Increment due 2013/14	61586
	Increment due 2016/17	64772
	Increment due 2019/20	67959
<b>Staff grade (pre 1/10/97 conditions) 3<sup>rd</sup> inc pt</b>		<b>52025</b>
	Increment due 2010/11	55211
	Increment due 2012/13	58399
	Increment due 2014/15	61586
	Increment due 2017/18	64772
	Increment due 2020/21	67959
<b>Staff grade (pre 1/10/97 conditions) 2<sup>nd</sup> inc pt</b>		<b>48909</b>
	Increment due 2009/10	52025
	Increment due 2011/12	55211
	Increment due 2013/14	58399
	Increment due 2015/16	61586
	Increment due 2018/19	64772
	Increment due 2021/22	67959
<b>Staff grade (pre 1/10/97 conditions) 1<sup>st</sup> inc pt</b>		<b>45781</b>
	Increment due 2009/10	48909
	Increment due 2010/11	52025
	Increment due 2012/13	55211
	Increment due 2014/15	58399
	Increment due 2016/17	61586
	Increment due 2019/20	64772
	Increment due 2022/23	67959
<b>Staff grade (pre 1/10/97 conditions) minimum</b>		<b>43610</b>
	Increment due 2009/10	45781
	Increment due 2010/11	48909
	Increment due 2011/12	52025
	Increment due 2013/14	55211
	Increment due 2015/16	58399
	Increment due 2017/18	61586
	Increment due 2020/21	64772
	Increment due 2023/24	67959

**SPECIALTY DOCTOR (SCMO) PROGRESSION BASED ON SALARY AS AT 1 APRIL 2009**

<b>Placing on SCMO grade at 1<sup>st</sup> April 2007</b>	<b>Next increment due</b>	<b>Salary due on increment</b>
<b>SCMO max, 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> inc pt</b>		<b>67959</b>
	N/A	
<b>SCMO 2<sup>nd</sup> incremental pt</b>		<b>64772</b>
	<b>Increment due 2009/10</b>	<b>67959</b>
<b>SCMO 1<sup>st</sup> incremental pt</b>		<b>61586</b>
	<b>Increment due 2011/12</b>	<b>64772</b>
	<b>Increment due 2014/15</b>	<b>67959</b>
<b>SCMO minimum</b>		<b>58399</b>
	<b>Increment due 2010/11</b>	<b>61586</b>
	<b>Increment due 2013/14</b>	<b>64772</b>
	<b>Increment due 2016/17</b>	<b>67959</b>

**SPECIALTY DOCTOR (CMO) PROGRESSION BASED ON SALARY AS AT 1 APRIL 2009**

<b>Placing on CMO grade at 1<sup>st</sup> April 2007</b>	<b>Next increment due</b>	<b>Salary due on increment</b>
<b>CMO max</b>		<b>58399</b>
	<b>Increment due 2010/11</b>	<b>61586</b>
	<b>Increment due 2013/14</b>	<b>64772</b>
	<b>Increment due 2016/17</b>	<b>67959</b>
<b>CMO 6<sup>th</sup> incremental pt</b>		<b>55211</b>
	<b>Increment due 2010/11</b>	<b>58399</b>
	<b>Increment due 2012/13</b>	<b>61586</b>
	<b>Increment due 2015/16</b>	<b>64772</b>
	<b>Increment due 2018/19</b>	<b>67959</b>
<b>CMO 4<sup>th</sup> &amp; 5<sup>th</sup> incremental pt</b>		<b>52025</b>
	<b>Increment due 2009/10</b>	<b>55211</b>
	<b>Increment due 2011/12</b>	<b>58399</b>
	<b>Increment due 2013/14</b>	<b>61586</b>
	<b>Increment due 2016/17</b>	<b>64772</b>
	<b>Increment due 2019/20</b>	<b>67959</b>
<b>CMO 3<sup>rd</sup> inc pt</b>		<b>52025</b>
	<b>Increment due 2010/11</b>	<b>55211</b>
	<b>Increment due 2012/13</b>	<b>58399</b>
	<b>Increment due 2014/15</b>	<b>61586</b>
	<b>Increment due 2017/18</b>	<b>64772</b>
	<b>Increment due 2020/21</b>	<b>67959</b>
<b>CMO 1<sup>st</sup> &amp; 2<sup>nd</sup> inc pt</b>		<b>48909</b>
	<b>Increment due 2009/10</b>	<b>52025</b>
	<b>Increment due 2011/12</b>	<b>55211</b>
	<b>Increment due 2013/14</b>	<b>58399</b>
	<b>Increment due 2015/16</b>	<b>61586</b>
	<b>Increment due 2018/19</b>	<b>64772</b>
	<b>Increment due 2021/22</b>	<b>67959</b>
<b>CMO minimum</b>		<b>45781</b>
	<b>Increment due 2009/10</b>	<b>48909</b>
	<b>Increment due 2010/11</b>	<b>52025</b>
	<b>Increment due 2012/13</b>	<b>55211</b>
	<b>Increment due 2014/15</b>	<b>58399</b>
	<b>Increment due 2016/17</b>	<b>61586</b>
	<b>Increment due 2019/20</b>	<b>64772</b>
	<b>Increment due 2022/23</b>	<b>67959</b>

**SPECIALTY DOCTOR (HOSPITAL PRACTITIONER) PROGRESSION BASED ON SALARY AS AT 1 APRIL 2009**

<b>Placing on Hospital Practitioner grade at 1<sup>st</sup> April 2007</b>	<b>Next increment due</b>	<b>Salary due on increment</b>
<b>Hospital Practitioner max &amp; 3<sup>rd</sup> &amp; 4<sup>th</sup> &amp; 5<sup>th</sup> inc pts</b>		<b>67959</b>
	<b>N/A</b>	
<b>Hospital Practitioner 2<sup>nd</sup> incremental pt</b>		<b>64772</b>
	<b>Increment due 2009/10</b>	<b>67959</b>
<b>Hospital Practitioner 1<sup>st</sup> incremental pt</b>		<b>61586</b>
	<b>Increment due 2009/10</b>	<b>64772</b>
	<b>Increment due 2012/13</b>	<b>67959</b>
<b>Hospital Practitioner minimum</b>		<b>61586</b>
	<b>Increment due 2011/12</b>	<b>64772</b>
	<b>Increment due 2014/15</b>	<b>67959</b>

**SPECIALTY DOCTOR (CLINICAL ASSISTANT) PROGRESSION BASED ON SALARY AS AT 1 APRIL 2009**

<b>Placing on Clinical Assistant grade at 1<sup>st</sup> April 2007</b>	<b>Next increment due</b>	<b>Salary due on increment</b>
<b>Clinical Assistant</b>		<b>61586</b>
	<b>1<sup>st</sup> April 2011</b>	<b>64772</b>
	<b>1<sup>st</sup> April 2014</b>	<b>67959</b>