

The Scottish Government

Health Workforce, Leadership and Service Reform Directorate
Health Workforce
Pay, Practice and Partnership Division



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**PAY AND CONDITIONS OF SERVICE
EXECUTIVE AND SENIOR MANAGEMENT PAY 2021-22**

Summary

1. This circular announces the pay arrangements for 2021-22 in respect of the NHS Scotland Executive and Senior Management (ESM) cohorts.
2. The details are as follows:
 - a) From 1 April 2021, a 3% increase to all ESM pay with the minimum and maximum of all ESM pay scales increased by 3%.
 - b) Performance based pay progression based on performance in the year 2020-21 for staff on all pay ranges who are not at the maximum of their pay range.
 - c) Staff whose performance is rated unacceptable in 2020-21 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.

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.

Yours sincerely

LAURA ZEBALLOS

Deputy Director
Health Workforce: Pay, Practice and Partnership Division

22 December 2021

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

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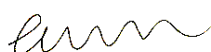


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NATIONAL HEALTH SERVICE (SCOTLAND)

**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) 2021”, 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 Partnership Division
22 December 2021

SCHEDULE 1

EXECUTIVE AND SENIOR MANAGEMENT COHORTS PAY ARRANGEMENTS 2021-22

Pay Ranges

1. The minima and maxima of pay ranges A to I are uplifted by 3%. The pay ranges applying from 1 April 2021 are given below.

Pay Ranges Effective from 1 April 2021		
Grade	Pay Range Minima	Pay Range Maxima
A	£50,815	£69,253
B	£58,309	£79,468
C	£66,911	£88,600
D	£75,646	£98,586
E	£85,966	£112,401
F	£95,419	£128,254
G	£108,766	£146,445
H	£124,083	£167,318
I	£141,658	£191,270

Basic Award

2. All staff will receive a basic uplift of 3%, 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 2020-21, should be applied with effect from 1 April 2021. 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 2021-22 will be published once the National Performance Management Committee (NPMC) process has been completed.

The COVID-19 pandemic has delayed the work required to undertake the NPMC governance process. However, the intention is to complete this as quickly as

possible and the Scottish Government will write out to Boards separately about this in due course.

Staff on Protection

5. Employees on personal protection who are at their maximum personal salary are eligible for a 3% increase. This consolidated uplift is payable from 1 April 2021, 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% with effect from 1 April 2021. 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.