

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 2022-23**

Summary

1. This circular announces the pay arrangements for 2022-23 in respect of the Executive and Senior Management (ESM) cohorts.
2. The details are as follows:
 - a) A £2,205 flat cash uplift to all ESM pay rates, pro rata for part time staff, with the minimum and whole time value of the scale maximum for all ESM pay bands increased by £2,205.
 - b) Performance based pay progression based on performance in the year 2021-22 for staff on all pay ranges who are not at the maximum of their pay range.
 - c) Staff whose performance is rated unacceptable in 2021-22 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.

25 January 2023

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

Enquiries to:

NHS Pay, Terms and Conditions
Unit
Scottish Government Health
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E-mail:
hwfpaytermsandconditions@gov.scot

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; and
 - they make their own arrangements for additional copies of this letter which can be viewed at www.sehd.scot.nhs.uk.

Yours sincerely



LAURA ZEBALLOS
Deputy Director
Health Workforce
Pay, Practice and Partnership Division

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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) 2022”, 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 Engagement Division
25 January 2023

SCHEDULE 1

**EXECUTIVE AND SENIOR MANAGEMENT COHORTS PAY
ARRANGEMENTS 2022-23**

Pay Ranges

1. The minima and maxima of pay ranges A to I are uplifted by £2,205. The pay ranges applying from 1 April 2022 are given below.

Pay Ranges Effective from 1 April 2022		
Grade	Pay Range Minima	Pay Range Maxima
A	£53,020	£71,458
B	£60,514	£81,673
C	£69,116	£90,805
D	£77,851	£100,791
E	£88,171	£114,606
F	£97,624	£130,459
G	£110,971	£148,650
H	£126,288	£169,523
I	£143,863	£193,475

Basic Award

2. All staff will receive a basic whole time pay uplift of £2,205, 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 2021-22, should be applied with effect from 1 April 2022. 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 2022-23 will be published once the all markings have been ratified through the National Performance Management Committee process.

Staff on Protection

5. Employees on personal protection who are at their maximum personal salary are eligible for a £2,205 increase of their current salary, pro-rata for part time staff. This consolidated uplift is payable from 1 April 2022, 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 £2,205, pro-rata for part time staff. 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.