



**PAY AND CONDITIONS OF SERVICE
EXECUTIVE AND SENIOR MANAGEMENT PAY 2024-25:
CONSOLIDATED PERFORMANCE RELATED PAY**

Summary

1. NHS Circular [PCS\(ESM\)2024/2](#) sets out the 2024-25 pay settlement for Executive and Senior Management (ESM) staff in NHS Scotland. The circular confirmed that consolidated pay progression within pay ranges would be applied.

2. It further said that the percentages to be applied would be published once all markings had been submitted to the National Performance Management Committee (NPMC). The NPMC process is now complete and this circular confirms the relevant percentages.

3. In addition to the basic pay increase set out in [PCS\(ESM\)2024/2](#), consolidated pay progression within the pay ranges based on performance markings for 2023-24 should be applied with effect from 1 April 2024 according to the following table:

Performance Marking	% increase within range
Unacceptable	0%
Incomplete	1%
Fully Acceptable	1.25%
Superior	2%
Outstanding	3%

4. No employee will receive more than the maximum consolidated salary for their pay range.

27 January 2025

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:

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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

A handwritten signature in blue ink, appearing to read 'Jane Hamilton'.

Jane Hamilton
Deputy Director
Health Workforce
Pay, Practice and Partnership Division

The Scottish Government
Health Workforce Directorate
Health Workforce
Pay, Practice and Partnership Division



Scottish Government
Riaghaltas na h-Alba
gov.scot

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) 2024”, 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.



Jane Hamilton
Deputy Director
Health Workforce
Pay, Practice and Partnership
27 January 2025