

Appendix 1 to UCEA Update 09:076

Clinical academic pay scales (Scotland) at April 2009

The April 2009 rates for England, Wales and Northern Ireland have been or will be issued separately.

1 Staff not holding honorary consultant contracts (lecturers, senior lecturers and readers)

	1.4.08	1.4.09
Lecturer	30,231	30,685
	31,728	32,204
	33,226	33,724
	34,723	35,244
	36,529	37,077
	38,336	38,911
	40,143	40,745
	41,948	42,578
	43,755	44,412
	48,451	49,178
	52,346	53,132
56,240 (i)	57,084 (i)	
Senior Lecturer/Reader	48,451	49,178
	52,346	53,132
	56,240	57,084
	60,138 (ii)	61,040 (ii)
	65,105 (ii)	66,082 (ii)
	68,539 (ii)	69,567 (ii)

Notes

- (i) This point was introduced on 1 April 2002 and relates only to dentists paid on clinical academic pay scales.
- (ii) These points have no equivalent NHS pay point. A 1.5% increase has been applied in line with the increase in the other points on the Senior Lecturer/Reader scale.

2 Staff holding honorary consultant contracts (old contract)

1.04.08	1.04.09
60,944	61,859
65,305	66,285
69,667	70,712
74,028	75,138
79,001	80,186

3 New consultant contract: basic salary for staff holding honorary consultant contracts whose first appointment to a post on the consultant grade was on or after 1 April 2004

Seniority Point	Pay Point	Salary 1.4.08	Salary 1.4.09
1	1	73,403	74,504
2	2	75,701	76,837
3	3	78,000	79,170
4	4	80,298	81,502
5	5	82,590	83,829
6	5	82,590	83,829
7	5	82,590	83,829
8	5	82,590	83,829
9	5	82,590	83,829
10	6	88,049	89,370
11	6	88,049	89,370
12	6	88,049	89,370
13	6	88,049	89,370
14	6	88,049	89,370
15	7	93,508	94,911
16	7	93,508	94,911
17	7	93,508	94,911
18	7	93,508	94,911
19	7	93,508	94,911
20	8	98,962	100,446

4 New consultant contract: pay progression arrangements based on 2009/10 rates for staff holding honorary consultant contracts whose first appointment to a post on the consultant grade was before 1 April 2004 and who transferred to the new contract under the provisions of paragraphs 14.2.3, 14.2.4 or 14.2.6 of the terms and conditions of service for consultant grade staff in Scotland

Seniority (years) as at 1 April 2003	Current Salaries / Interval (years)	Basic Salary
17+	From 1 April 2009	100,446
16	From 1 April 2009 1	94,911 100,446
15	From 1 April 2009 2	94,911 100,446
14	From 1 April 2009 3	94,911 100,446
13	From 1 April 2009 4	94,911 100,446
12	From 1 April 2009 5	94,911 100,446
11	From 1 April 2009 1 5	89,370 94,911 100,446
10	From 1 April 2009 2 5	89,370 94,911 100,446
9	From 1 April 2009 3 5	89,370 94,911 100,446
7-8	From 1 April 2009 4 5	89,370 94,911 100,446
6	From 1 April 2009 4 5	89,370 94,911 100,446
5	From 1 April 2009 5 5	89,370 94,911 100,446
4	From 1 April 2009 5 5	89,370 94,911 100,446
3	From 1 April 2009 1 5 5	83,829 89,370 94,911 100,446
2	From 1 April 2009 2 5	83,829 89,370 94,911

	5	100,446
1	From 1 April 2009*	83,829
	3	89,370
	5	94,911
	5	100,446

* or anniversary of appointment if appointed after 1 April 2003

5 New consultant contract: arrangements for staff holding honorary consultant contracts whose first appointment to a post on the consultant grade was before 1 April 2004 and who transferred to the new contract before 1 April 2008 under the provisions of paragraphs 14.2.7 to 14.2.9 of the terms and conditions of service for consultant grade staff in Scotland

(a) Salary upon transfer based on April 2009 rates

Spine Point	Seniority (years)	Starting Salary
0	1	74,504
1	2	75,086
2	3	75,667
3	4	76,255
4 (<1 year @ max)	5	81,502
4 (+1 year @ max)	6	82,665
4 (+ 2 - 24 years @ max)	7-29	83,829
4 (>25 years @ max)	30+	89,370

(b) Subsequent pay progression at April 2009 rates

Seniority (years)	Interval (years)	Basic Salary
30+	1	94,911
	1	100,446
21 – 29	1	89,370
	1	94,911
	1	100,446
20	1	89,370
	2	94,911
	1	100,446
19	1	89,370
	2	94,911
	2	100,446
18	2	89,370
	1	94,911
	2	100,446
17	2	89,370
	2	94,911

	2	100,446
16	3	89,370
	1	94,911
	3	100,446
15	3	89,370
	1	94,911
	4	100,446
14	3	89,370
	2	94,911
	4	100,446
13	3	89,370
	2	94,911
	5	100,446
12	3	89,370
	3	94,911
	5	100,446
11	4	89,370
	3	94,911
	5	100,446
10	4	89,370
	4	94,911
	5	100,446
9	4	89,370
	5	94,911
	5	100,446
7-8	5	89,370
	5	94,911
	5	100,446
6	1	83,829
	4	89,370
	5	94,911
	5	100,446
5	1	82,665
	1	83,829
	4	89,370
	5	94,911
	5	100,446
4	1	79,170
	1	81,502
	1	83,829
	3	89,370
	5	94,911
	5	100,446
3	1	78,000
	1	81,502
	1	83,829
	4	89,370
	5	94,911
	5	100,446

2	1	76,837
	1	81,502
	1	83,829
	5	89,370
	5	94,911
	5	100,446
1	1	75,667
	1	79,170
	1	81,502
	1	83,829
	5	89,370
	5	94,911
	5	100,446

6 Consultants – additional points

	1.4.08	1.4.09
	3,156	3,204
	6,312	6,408
	9,468	9,612
	12,624	12,816
	15,780	16,020
	18,936	19,224
	22,092	22,428
	25,248	25,632

7 Consultants - distinction awards

	1.4.08	1.4.09
A+	74,768	75,889
A	55,098	55,924
B	31,486	31,959