

Clinical academic pay scales (Scotland) at April 2012

The April 2012 rates for England, Wales and Northern Ireland have been issued separately.

1a Staff not holding honorary consultant contracts on the pre 2009 scale

	01.04.11	01.04.12
Clinical lecturer		
1	30,992	30,992
2	32,526	32,526
3	34,061	34,061
4	35,596	35,596
5	37,448	37,448
6	39,300	39,300
7	41,152	41,152
8	43,003	43,003
9	44,856	44,856
10	49,670	49,670
11	53,663	53,663
12 (i)	57,655	57,655
Senior Lecturer/ Reader		
	49,670	49,670
	53,663	53,663
	57,655	57,655
(ii)	61,650	61,650
(ii)	66,743	66,743
(ii)	70,263	70,263

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 0% increase has been applied in line with the increase in the other points on the Senior Lecturer/Reader scale.

1b Staff not holding honorary consultant contracts on the post 2009 scale

	01.04.11	01.04.12
Clinical Lecturer ¹		
1	31,523	31,523
2	34,061	34,061
3	35,596	35,596
4	37,448	37,448
5	39,300	39,300
6	41,152	41,152
7	43,003	43,003
8	44,856	44,856
9	46,708	46,708
10	51,606	51,606
11	55,754	55,754
12 (i)	59,901	59,901
Senior Lecturer/ Reader		
	49,670	49,670
	53,663	53,663
	57,655	57,655
(ii)	61,650	61,650
(ii)	66,743	66,743
(ii)	70,263	70,263

Notes

- (i) This point was introduced on 1 April 2002 and relates only to dentists paid on clinical academic pay scales. (UCEA Update 02:16 refers)
- (ii) These points have no equivalent NHS pay point. A 0% increase has been applied in line with the increase in the other points on the Senior Lecturer/Reader scale.

¹ This salary scale applies to clinical lecturers only but if HEIs wish to apply the scale to other clinical staff than clinical lecturers that would need to be a local decision.

2 Staff holding honorary consultant contracts (old contract)

01.04.10	01.04.11	01.04.12	Point
61,859	61,859	61,859	00 (Point 1)
66,285	66,285	66,285	01 (Point 2)
70,712	70,712	70,712	02 (Point 3)
75,138	75,138	75,138	03 (Point 4)
80,186	80,186	80,186	04 (Point 5)

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 1.4.11	Salary 1.4.12
1	1	74,504	74,504
2	2	76,837	76,837
3	3	79,170	79,170
4	4	81,502	81,502
5	5	83,829	83,829
6	5	83,829	83,829
7	5	83,829	83,829
8	5	83,829	83,829
9	5	83,829	83,829
10	6	89,370	89,370
11	6	89,370	89,370
12	6	89,370	89,370
13	6	89,370	89,370
14	6	89,370	89,370
15	7	94,911	94,911
16	7	94,911	94,911
17	7	94,911	94,911
18	7	94,911	94,911
19	7	94,911	94,911
20	8	100,446	100,446

- 4 **New consultant contract: pay progression arrangements based on 2012/13 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
14+	From 1 April 2012	100,446
13	From 1 April 2012 1	94,911 100,446
12	From 1 April 2012 2	94,911 100,446
11	From 1 April 2012 3	94,911 100,446
10	From 1 April 2012 4	94,911 100,446
9	From 1 April 2012 5	94,911 100,446
7-8	From 1 April 2012 1 5	89,370 94,911 100,446
6	From 1 April 2012 1 5	89,370 94,911 100,446
5	From 1 April 2012 2 5	89,370 94,911 100,446
4	From 1 April 2012 2 5	89,370 94,911 100,446
3	From 1 April 2012 3 5	89,370 94,911 100,446
2	From 1 April 2012 4 5	89,370 94,911 100,446
1	From 1 April 2012* 5 5	89,370 94,911 100,446

* 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 2012 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 2012 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

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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

1.4.11	1.4.12
3,204	3,204
6,408	6,408
9,612	9,612
12,816	12,816
16,020	16,020
19,224	19,224
22,428	22,428
25,632	25,632

7 Consultants - distinction awards

	1.4.11	1.4.12
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959