

## Appendix 1 to UCEA Update 08:52A

### Clinical academic pay scales (Scotland) at April 2008

*The April 2008 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)

	1.4.07	1.4.08
Lecturer	29,580	30,231
	31,045	31,728
	32,510	33,226
	33,975	34,723
	35,742	36,529
	37,510	38,336
	39,278	40,143
	41,045	41,948
	42,813	43,755
	47,408	48,451
	51,219	52,346
55,029 (i)	56,240 (i)	
Senior Lecturer/Reader	47,408	48,451
	51,219	52,346
	55,029	56,240
	58,843 (ii)	60,138 (ii)
	63,703 (ii)	65,105 (ii)
	67,063 (ii)	68,539 (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 2.2% 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)**

<b>1.04.07</b>	<b>1.04.08</b>
59,632	60,944
63,899	65,305
68,167	69,667
72,434	74,028
77,300	79,001

**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 1.4.07	Salary 1.4.08
1	1	71,822	73,403
2	2	74,071	75,701
3	3	76,320	78,000
4	4	78,569	80,298
5	5	80,812	82,590
6	5	80,812	82,590
7	5	80,812	82,590
8	5	80,812	82,590
9	5	80,812	82,590
10	6	86,153	88,049
11	6	86,153	88,049
12	6	86,153	88,049
13	6	86,153	88,049
14	6	86,153	88,049
15	7	91,495	93,508
16	7	91,495	93,508
17	7	91,495	93,508
18	7	91,495	93,508
19	7	91,495	93,508
20	8	96,831	98,962

**4 New consultant contract: pay progression arrangements based on 2008/09 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
18+	From 1 April 2008	98,962
17	From 1 April 2008	93,508
	1	98,962
16	From 1 April 2008	93,508
	2	98,962
15	From 1 April 2008	93,508
	3	98,962
14	From 1 April 2008	93,508
	4	98,962
13	From 1 April 2008	93,508
	5	98,962
12	From 1 April 2008	88,049
	1	93,508
	5	98,962
11	From 1 April 2008	88,049
	2	93,508
	5	98,962
10	From 1 April 2008	88,049
	3	93,508
	5	98,962
9	From 1 April 2008	88,049
	4	93,508
	5	98,962
7-8	From 1 April 2008	88,049
	5	93,508
	5	98,962
6	From 1 April 2008	88,049
	5	93,508
	5	98,962
5	From 1 April 2008	82,590
	1	88,049
	5	93,508
4	From 1 April 2008	98,962
	1	82,590

	5	93,508
	5	98,962
3	From 1 April 2008	82,590
	2	88,049
	5	93,508
	5	98,962
2	From 1 April 2008	82,590
	3	88,049
	5	93,508
	5	98,962
1	From 1 April 2008*	82,590
	4	88,049
	5	93,508
	5	98,962

\* 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 2008 rates**

Spine Point	Seniority (years)	Starting Salary
0	1	73,403
1	2	73,976
2	3	74,549
3	4	75,128
4 (<1 year @ max)	5	80,298
4 (+1 year @ max)	6	81,444
4 (+ 2 - 24 years @ max)	7-29	82,590
4 (>25 years @ max)	30+	88,049

**(b) Subsequent pay progression at April 2008 rates**

Seniority (years)	Interval (years)	Basic Salary
30+	1	93,508
	1	98,962
21 - 29	1	88,049
	1	93,508

	1	98,962
20	1	88,049
	2	93,508
	1	98,962
19	1	88,049
	2	93,508
	2	98,962
18	2	88,049
	1	93,508
	2	98,962
17	2	88,049
	2	93,508
	2	98,962
16	3	88,049
	1	93,508
	3	98,962
15	3	88,049
	1	93,508
	4	98,962
14	3	88,049
	2	93,508
	4	98,962
13	3	88,049
	2	93,508
	5	98,962
12	3	88,049
	3	93,508
	5	98,962
11	4	88,049
	3	93,508
	5	98,962
10	4	88,049
	4	93,508
	5	98,962
9	4	88,049
	5	93,508
	5	98,962
7-8	5	88,049
	5	93,508
	5	98,962
6	1	82,590
	4	88,049
	5	93,508
	5	98,962
5	1	81,444
	1	82,590

	4	88,049
	5	93,508
	5	98,962
4	1	78,000
	1	80,298
	1	82,590
	3	88,049
	5	93,508
	5	98,962
3	1	76,848
	1	80,298
	1	82,590
	4	88,049
	5	93,508
	5	98,962
2	1	75,701
	1	80,298
	1	82,590
	5	88,049
	5	93,508
	5	98,962
1	1	74,549
	1	78,000
	1	80,298
	1	82,590
	5	88,049
	5	93,508
	5	98,962

## 6 Consultants - discretionary points

1.4.07	1.4.08
3,088	3,156
6,176	6,312
9,264	9,468
12,352	12,624
15,440	15,780
18,528	18,936
21,616	22,092
24,704	25,248

**7 Consultants - distinction awards**

	<b>1.4.07</b>	<b>1.4.08</b>
A+	73,158	74,768
A	53,911	55,098
B	30,808	31,486