

Clinical academic pay scales (Scotland) from 1 April 2026 (updated August 2026)

1. Summary of changes

The Scottish Government agreed to implement the recommendations of the Review Body on Doctors' and Dentists' Remuneration (DDRB) for medical and dental consultants. The salaries for medical and dental consultants have therefore been uplifted by 3.5% to basic pay from **1 April 2026**. The values of distinction awards and discretionary points for consultants remain unchanged.

The salary scales for doctors and dentists in training were uplifted by 3.75% to basic pay from **1 April 2026**.

2. Transitional pay arrangements

The transition period for staff holding honorary consultant contracts who transferred to the 2004 consultant contract under the provisions of paragraphs 14.2.3, 14.2.4, 14.2.6 of the terms and conditions of service for consultant grade staff in Scotland has ended. Table 7 has not therefore been updated.

3. Clinical academics below the level of consultant (pre 2009 scale) and Senior Lecturer / Reader Scale

	01.10.25	01.04.26
Clinical Lecturer [†]		
1	49,492	51,348
2	51,944	53,892
3	54,395	56,435
4	56,846	58,978
5	59,801	62,044
6	62,758	65,112
7	65,719	68,184
8	68,675	71,251
9	71,631	74,318
§10	79,315	82,289
§11	85,690	88,903
§*12	92,064	95,516
Senior Lecturer/ Reader		
§	79,315	82,289
§	85,690	88,903
§	92,064	95,516
§	98,445	102,137
§	106,580	110,577
§	112,199	116,406

[†]This salary scale applies to clinical lecturers only. If HEIs wish to apply the scale to other clinical staff than clinical lecturers that is a matter for local determination

§ These points are HE specific pay scales that have no NHS equivalent. A 3.75% increase has been applied from 1 April 2026 in line with the latest NHS Scotland Pay Circular.

* This point was introduced on 1 April 2002 and relates only to dentists paid on clinical academic pay scales.

4. Clinical academics below the level of consultant (post 2009 scale) and Senior Lecturer / Reader Scale

	01.10.25	01.04.26
Clinical Lecturer [†]		
1	50,341	52,229
2	54,395	56,435
3	56,846	58,978
4	59,801	62,044
5	62,758	65,112
6	65,719	68,184
7	68,675	71,251
8	71,631	74,318
9	74,591	77,389
§10	82,406	85,496
§11	89,032	92,371
§*12	95,653	99,240
Senior Lecturer/ Reader		
§	79,315	82,289
§	85,690	88,903
§	92,064	95,516
§	98,445	102,137
§	106,580	110,577
§	112,199	116,406

[†] This salary scale applies to clinical lecturers only. If HEIs wish to apply the scale to other clinical staff than clinical lecturers that is a matter for local determination

§ These points are HE specific pay scales that have no NHS equivalent. A 3.75% increase has been applied from 1 April 2026 in line with the latest NHS Scotland Pay Circular.

* This point was introduced on 1 April 2002 and relates only to dentists paid on clinical academic pay scales.

5. Staff holding honorary consultant contract (pre-2004 contract)

Incremental Points	01.04.25	01.04.26
Minimum	92,518	95,757
1 st	99,141	102,611
2 nd	105,759	109,461
3 rd	112,381	116,315
4 th	118,647	122,800

6.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 / pay arrangements for new honorary consultants

Seniority Point	Pay Point	Salary	Salary
		01.4.25	01.4.26
1	1	111,430	115,331
2	2	113,784	117,767
3	3	117,169	121,270
4	4	120,558	124,778
5	5	123,937	128,275
6	5	123,937	128,275
7	5	123,937	128,275
8	5	123,937	128,275
9	5	123,937	128,275
10	6	131,982	136,602
11	6	131,982	136,602
12	6	131,982	136,602
13	6	131,982	136,602
14	6	131,982	136,602
15	7	140,026	144,927
16	7	140,026	144,927
17	7	140,026	144,927
18	7	140,026	144,927
19	7	140,026	144,927
20	8	148,064	153,247

7. Transitional pay arrangements based on 2022-2023 rates for staff holding honorary consultant contracts who transferred to the 2004 consultant contract under the provisions of paragraphs 14.2.3, 14.2.4, 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 (2022)
1	From 1 April 2022*	121,548

*(or anniversary of appointment if appointed after 1 April 2003)

The transition period above has ended

8. Transitional pay arrangements for staff holding honorary consultant contracts who transferred to the 2004 consultant 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 2026-27 rates

Spine Point	Seniority (years)	2025/26 rates	2026/27 rates
0	1	111,430	115,331
1	2	112,303	116,234
2	3	113,172	117,134
3	4	113,172	117,134
4 (<1 year @ max)	5	120,558	124,778
4 (+1 year @ max)	6	122,249	126,528
4 (+ 2-24 years @ max)	7-29	123,937	128,275
4 (>25 years @ max)	30+	131,982	136,602

(b) Subsequent pay progression based on 2026-27 rates			
Seniority (years)	Interval (years)	2025/26 Basic Salary	2026/27 Basic Salary
30+	1	140,026	144,927
	1	148,064	153,247
21 – 29	1	131,982	136,602
	1	140,026	144,927
	1	148,064	153,247
20	1	131,982	136,602
	2	140,026	144,927
	1	148,064	153,247
19	1	131,982	136,602
	2	140,026	144,927

	2	148,064	153,247
18	2	131,982	136,602
	1	140,026	144,927
	2	148,064	153,247
17	2	131,982	136,602
	2	140,026	144,927
	2	148,064	153,247
16	3	131,982	136,602
	1	140,026	144,927
	3	148,064	153,247
15	3	131,982	136,602
	1	140,026	144,927
	4	148,064	153,247
14	3	131,982	136,602
	2	140,026	144,927
	4	148,064	153,247
13	3	131,982	136,602
	2	140,026	144,927
	5	148,064	153,247
Seniority (years)	Interval (years)	2025/26 Basic Salary	2026/27 Basic Salary
12	3	131,982	136,602
	3	140,026	144,927
	5	148,064	153,247
11	4	131,982	136,602
	3	140,026	144,927
	5	148,064	153,247
10	4	131,982	136,602
	4	140,026	144,927
	5	148,064	153,247
9	4	131,982	136,602
	5	140,026	144,927
	5	148,064	153,247
7 to 8	5	131,982	136,602
	5	140,026	144,927
	5	148,064	153,247
6	1	123,937	128,275
	4	131,982	136,602
	5	140,026	144,927
	5	148,064	153,247
5	1*	122,249	126,528
	1	123,937	128,275
	4	131,982	136,602
	5	140,026	144,927
	5	148,064	153,247
4	1	117,169	121,270
	1	120,558	124,778
	1	123,937	128,275
	3	131,982	136,602
	5	140,026	144,927
	5	148,064	153,247
3	1*	115,476	119,518

		1	120,558	124,778
		1	123,937	128,275
		4	131,982	136,602
		5	140,026	144,927
		5	148,064	153,247
2		1	113,784	117,767
		1	120,558	124,778
		1	123,937	128,275
		5	131,982	136,602
		5	140,026	144,927
		5	148,064	153,247
1		1*	113,172	117,134
		1	117,169	121,270
		1	120,558	124,778
		1	123,937	128,275
		5	131,982	136,602
		5	140,026	144,927
		5	148,064	153,247

*for consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes

9. Consultants – additional/discretionary points

There has been no increase in the value of discretionary points in this pay round.

	01.04.25	01.04.26
1	3,744	3,744
2	7,488	7,488
3	11,232	11,232
4	14,976	14,976
5	18,720	18,720
6	22,464	22,464
7	26,208	26,208
8	29,952	29,952

10. Consultants – distinction awards

There has been no increase in the value of distinction awards in this pay round.

	01.04.25	01.04.26
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959