

Clinical academic pay scales (Scotland) from 1 April 2021

1. Summary of changes

The value of distinction awards and discretionary awards is unchanged from last year. All other pay scales have been uplifted by 3.0% to basic pay.

2. Non-consolidated awards

No non-consolidated awards apply.

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

	01.04.20	01.04.21
Clinical Lecturer†		
1	35,351	36,412
2	37,102	38,216
3	38,854	40,020
4	40,604	41,823
5	42,716	43,998
6	44,828	46,173
7	46,942	48,351
8	49,054	50,526
9	51,166	52,701
§10	56,657	58,357
§11	61,211	63,047
§*12	65,764	67,737
Senior Lecturer/ Reader		
§	56,657	58,357
§	61,211	63,047
§	65,764	67,737
§	70,322	72,432
§	76,132	78,416
§	80,147	82,551

† 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 3.0% increase has been applied 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

	01.04.20	01.04.21
Clinical Lecturer†		
1	35,958	37,037
2	38,854	40,020
3	40,604	41,823
4	42,716	43,998
5	44,828	46,173
6	46,942	48,351
7	49,054	50,526
8	51,166	52,701
9	53,280	54,879
§10	58,865	60,631
§11	63,597	65,505
§*12	68,327	70,377
Senior Lecturer/ Reader		
§	56,657	58,357
§	61,211	63,047
§	65,764	67,737
§	70,322	72,432
§	76,132	78,416
§	80,147	82,551

† 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 3.0% increase has been applied 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	01.04.20	01.04.21
Minimum	70,560	72,677
1 st	75,610	77,879
2 nd	80,659	83,079
3 rd	85,709	88,281
4 th	90,488	93,203

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
		1.4.20	1.4.21
1	1	84,984	87,534
2	2	86,779	89,383
3	3	89,362	92,043
4	4	91,946	94,705
5	5	94,523	97,359
6	5	94,523	97,359
7	5	94,523	97,359
8	5	94,523	97,359
9	5	94,523	97,359
10	6	100,659	103,679
11	6	100,659	103,679
12	6	100,659	103,679
13	6	100,659	103,679
14	6	100,659	103,679
15	7	106,795	109,999
16	7	106,795	109,999
17	7	106,795	109,999
18	7	106,795	109,999
19	7	106,795	109,999
20	8	112,925	116,313

7. Transitional pay arrangements based on 2021-2022 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 (2020)	Basic Salary (2021)
2+	From 1 April 2021*	112,925	116,313
1	From 1 April 2020	106,795	109,999
	1	112,925	116,313

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

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 2021-22 rates

Spine Point	Seniority (years)	2020/21 rates	2021/22 rates
0	1	84,984	87,534
1	2	85,650	88,220
2	3	86,313	88,903
3	4	86,313	88,903
4 (<1 year @ max)	5	91,946	94,705
4 (+1 year @ max)	6	93,236	96,034
4 (+ 2-24 years @ max)	7-29	94,523	97,359
4 (>25 years @ max)	30+	100,659	103,679

(b) Subsequent pay progression based on 2021-22 rates

Seniority (years)	Interval (years)	2020/21 Basic Salary	2021/22 Basic Salary
30+	1	106,795	109,999
	1	112,925	116,313
21 – 29	1	100,659	103,679
	1	106,795	109,999
	1	112,925	116,313
	1	100,659	103,679
20	2	106,795	109,999
	1	112,925	116,313
	1	100,659	103,679
19	1	100,659	103,679

		2	106,795	109,999
		2	112,925	116,313
18		2	100,659	103,679
		1	106,795	109,999
		2	112,925	116,313
17		2	100,659	103,679
		2	106,795	109,999
		2	112,925	116,313
16		3	100,659	103,679
		1	106,795	109,999
		3	112,925	116,313
15		3	100,659	103,679
		1	106,795	109,999
		4	112,925	116,313
14		3	100,659	103,679
		2	106,795	109,999
		4	112,925	116,313
13		3	100,659	103,679
		2	106,795	109,999
		5	112,925	116,313
Seniority (years)	Interval (years)		2020/21 Basic Salary	2021/22 Basic Salary
12		3	100,659	103,679
		3	106,795	109,999
		5	112,925	116,313
11		4	100,659	103,679
		3	106,795	109,999
		5	112,925	116,313
10		4	100,659	103,679
		4	106,795	109,999
		5	112,925	116,313
9		4	100,659	103,679
		5	106,795	109,999
		5	112,925	116,313
7 to 8		5	100,659	103,679
		5	106,795	109,999
		5	112,925	116,313
6		1	94,523	97,359
		4	100,659	103,679
		5	106,795	109,999
		5	112,925	116,313
5		1	93,236*	96,034*
		1	94,523	97,359
		4	100,659	103,679
		5	106,795	109,999
		5	112,925	116,313
4		1	89,362	92,043
		1	91,946	94,705
		1	94,523	97,359
		3	100,659	103,679
		5	106,795	109,999
		5	112,925	116,313

3	1	88,069*	90,712*
	1	91,946	94,705
	1	94,523	97,359
	4	100,659	103,679
	5	106,795	109,999
	5	112,925	116,313
2	1	86,779	89,383
	1	91,946	94,705
	1	94,523	97,359
	5	100,659	103,679
	5	106,795	109,999
	5	112,925	116,313
1	1	86,313*	88,903*
	1	89,362	92,043
	1	91,946	94,705
	1	94,523	97,359
	5	100,659	103,679
	5	106,795	109,999
	5	112,925	116,313

*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.

	01.04.20	01.04.21
1	3,204	3,204
2	6,408	6,408
3	9,612	9,612
4	12,816	12,816
5	16,020	16,020
6	19,224	19,224
7	22,428	22,428
8	25,632	25,632

10. Consultants – distinction awards

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

	01.04.20	01.04.21
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959