

Clinical academic pay scales (Scotland) from 1 April 2013

April 2013 rates for England, Wales and Northern Ireland are issued separately.

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

	01.04.12	01.04.13
Clinical Lecturer		
1	30992	31301
2	32526	32852
3	34061	34402
4	35596	35952
5	37448	37822
6	39300	39693
7	41152	41564
8	43003	43434
9	44856	45304
10	49670	50167
11	53663	54199
12 (i)	57655	58231
Senior Lecturer/ Reader		
	49670	50167
	53663	54199
	57655	58231
(ii)	61650	62267
(ii)	66743	67410
(ii)	70263	70966

(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 point. A 1% increase has been applied in line with the increase in the other points on the Senior Lecturer/Reader scale.

1b Staff holding honorary consultant contracts on the post 2009 scale

Clinical Lecturer*	01.04.12	01.04.13
1	31523	31838
2	34061	34402
3	35596	35952
4	37448	37822
5	39300	39693
6	41152	41564
7	43003	43434
8	44856	45304
9	46708	47175
10	51606	52122
11	55754	56312
12 (i)	59901	60500
Senior Lecturer/ Reader		
	49670	50167
	53663	54199
	57655	58231
(ii)	61650	62267
(ii)	66743	67410
(ii)	70263	70966

- (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 point. A 1% increase has been Applied in line with the increase in the other points on the Senior Lecturer/Reader scale.

*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.

2 Staff holding honorary contract (pre 2003 contract)

01.04.11	01.04.12	01.04.13
61,859	61,859	62477
66,285	66,285	66948
70,712	70,712	71419
75,138	75,138	75890
80,186	80,186	80988

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 1.4.12	Salary 1.4.13
1	1	74,504	75,249
2	2	76,837	77,605
3	3	79,170	79,961
4	4	81,502	82,318
5	5	83,829	84,667
6	5	83,829	84,667
7	5	83,829	84,667
8	5	83,829	84,667
9	5	83,829	84,667
10	6	89,370	90,263
11	6	89,370	90,263
12	6	89,370	90,263
13	6	89,370	90,263
14	6	89,370	90,263
15	7	94,911	95,860
16	7	94,911	95,860
17	7	94,911	95,860
18	7	94,911	95,860
19	7	94,911	95,860
20	8	100,446	101,451

4 New consultant contract: pay progression arrangements based on 2013/14 rates for staff holding honorary consultant contracts whose first appointment to a post on the consultant contract grade was before 1 April 2004 and who transferred to the new contact 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)	2012 rates	2013 rates
13+	From 1 April 2013	100446	101451
12	From 1 April 2013	94,911	95860
	1	100,446	101451
11	From 1 April 2013	94,911	95860
	2	100,446	101451
10	From 1 April 2013	94,911	95860
	3	100,446	101451
9	From 1 April 2013	94,911	95860
	4	100,446	101451
7-8	From 1 April 2013	94911	95860
	5	100,446	101451
6	From 1 April 2013	94911	95860

	5	100,446	101451
5	From 1 April 2013	89,370	90263
	1	94,911	95860
	5	100,446	101450
4	From 1 April 2013	89,370	90263
	1	94,911	95860
	5	100,446	101451
3	From 1 April 2013	89,370	90263
	2	94,911	95860
	5	100,446	101451
2	From 1 April 2013	89,370	90263
	3	94,911	95860
	5	100,446	101451
1	From 1 April 2013*	89,370	90263
	4	94,911	95860
	5	100,446	101451

- 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 contact 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 2013 rates

Spine Point	Seniority (years)	2012 rates	2013 rates
0	1	74,504	75,249
1	2	75,086	75,836
2	3	75,667	76,424
3	4	76,255	77,017
4 (<1 year @ max)	5	81,502	82,318
4 (+1 year @ max)	6	82,665	83,492
4 (+ 2 - 24 years @ max)	7-29	83,829	84,667
4 (>25 years @ max)	30+	89,370	90,263

(b) Subsequent pay progression at April 2013 rates

Seniority (years)	Interval (years)	2012 rates	2013 rates
30+	1	94,911	95,860
	1	100,446	101,451
21 – 29	1	89,370	90,263
	1	94,911	95,860
	1	100,446	101,451
20	1	89,370	90,263
	2	94,911	95,860
	1	100,446	101,451
19	1	89,370	90,263
	2	94,911	95,860
	2	100,446	101,451

18	2	89,370	90,263
	1	94,911	95,860
	2	100,446	101,451
17	2	89,370	90,263
	2	94,911	95,860
	2	100,446	101,451
16	3	89,370	90,263
	1	94,911	95,860
	3	100,446	101,451
15	3	89,370	90,263
	1	94,911	95,860
	4	100,446	101,451
14	3	89,370	90,263
	2	94,911	95,860
	4	100,446	101,451
13	3	89,370	90,263
	2	94,911	95,860
	5	100,446	101,451
12	3	89,370	90,263
	3	94,911	95,860
	5	100,446	101,451
11	4	89,370	90,263
	3	94,911	95,860
	5	100,446	101,451
10	4	89,370	90,263
	4	94,911	95,860
	5	100,446	101,451
9	4	89,370	90,263
	5	94,911	95,860
	5	100,446	101,451
7 to 8	5	89,370	90,263
	5	94,911	95,860
	5	100,446	101,451
6	1	83,829	84,667
	4	89,370	90,263
	5	94,911	95,860
	5	100,446	101,451
5	1	82,665	83,492
	1	83,829	84,667
	4	89,370	90,263
	5	94,911	95,860
	5	100,446	101,451
4	1	79,170	79,961
	1	81,502	82,318
	1	83,829	84,667
	3	89,370	90,263
	5	94,911	95,860
	5	100,446	101,451
3	1	78,000	78,780
	1	81,502	82,318
	1	83,829	84,667
	4	89,370	90,263
	5	94,911	95,860

	5	100,446	101,451
2	1	76,837	77,605
	1	81,502	82,318
	1	83,829	84,667
	5	89,370	90,263
	5	94,911	95,860
	5	100,446	101,451
1	1	75,667	76,424
	1	79,170	79,961
	1	81,502	82,318
	1	83,829	84,667
	5	89,370	90,263
	5	94,911	95,860
	5	100,446	101,451

6 Consultants – additional points

	01.4.11	01.04.12	01.04.13
1	3204	3204	3204
2	6408	6408	6408
3	9612	9612	9612
4	12816	12816	12816
5	16020	16020	16020
6	19224	19224	19224
7	22428	22428	22428
8	25632	25632	25632

7 Consultants – distinction awards

	01.04.11	01.04.12	01.04.13
A+	75,889	75,889	75,889
A	55,924	55,924	55,924
B	31,959	31,959	31,959