

Clinical academic pay scales (Scotland) from 1 April 2024

1. Summary of changes

The pay scales for medical and dental consultants have been uplifted by 10.5% to basic pay from **1 April 2024**, and the value of all Discretionary Points has been increased from their current level of £3,204 to £3,600 from **1 April 2024**.

The pay scales for doctors and dentists in training have been uplifted by 8.5% to basic pay from **1 April 2024** with an additional uplift of 2.3% from **1 October 2024**.

The values of distinction awards for consultants are unchanged from last year.

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

	01.04.23	01.04.24	1.10.24
Clinical Lecturer†			
1	42,770	46,406	47,474
2	44,889	48,705	49,826
3	47,007	51,003	52,177
4	49,126	53,302	54,528
5	51,680	56,073	57,363
6	54,235	58,845	60,199
7	56,793	61,621	63,039
8	59,348	64,393	65,875
9	61,903	67,165	68,710
§10	68,545	74,371	76,082
§11	74,054	80,349	82,197
§*12	79,563	86,326	88,311
Senior Lecturer/ Reader			
§	68,545	74,371	76,082
§	74,054	80,349	82,197
§	79,563	86,326	88,311
§	85,077	92,309	94,432
§	92,107	99,936	102,235
§	96,963	105,205	107,625

†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. An 8.5% increase has been applied from 1 April 2024 and a further 2.3% increase has been applied from 1 October 2024 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

	01.04.23	01.04.24	01.10.24
Clinical Lecturer†			
1	43,504	47,202	48,288
2	47,007	51,003	52,177
3	49,126	53,302	54,528
4	51,680	56,073	57,363
5	54,235	58,845	60,199
6	56,793	61,621	63,039
7	59,348	64,393	65,875
8	61,903	67,165	68,710
9	64,461	69,941	71,550
§10	71,216	77,269	79,047
§11	76,942	83,482	85,402
§*12	82,664	89,690	91,753
Senior Lecturer/ Reader			
§	68,545	74,371	76,082
§	74,054	80,349	82,197
§	79,563	86,326	88,311
§	85,077	92,309	94,432
§	92,107	99,936	102,235
§	96,963	105,205	107,625

† 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. An 8.5% increase has been applied from 1 April 2024 and a further 2.3% increase has been applied from 1 October 2024 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	01.04.23	01.04.24
Minimum	80,505	88,959
1 st	86,268	95,327
2 nd	92,028	101,691
3 rd	97,790	108,058
4 th	103,242	114,083

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
		1.4.23	1.4.24
1	1	96,963	107,144
2	2	99,011	109,407
3	3	101,957	112,662
4	4	104,906	115,921
5	5	107,846	119,170
6	5	107,846	119,170
7	5	107,846	119,170
8	5	107,846	119,170
9	5	107,846	119,170
10	6	114,846	126,905
11	6	114,846	126,905
12	6	114,846	126,905
13	6	114,846	126,905
14	6	114,846	126,905
15	7	121,846	134,640
16	7	121,846	134,640
17	7	121,846	134,640
18	7	121,846	134,640
19	7	121,846	134,640
20	8	128,841	142,369

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 2024-25 rates

Spine Point	Seniority (years)	2023/24 rates	2024/25 rates
0	1	96,963	107,144
1	2	97,722	107,983
2	3	98,479	108,819
3	4	98,479	108,819
4 (<1 year @ max)	5	104,906	115,921
4 (+1 year @ max)	6	106,378	117,547
4 (+ 2-24 years @ max)	7-29	107,846	119,170
4 (>25 years @ max)	30+	114,846	126,905

(b) Subsequent pay progression based on 2024-25 rates			
Seniority (years)	Interval (years)	2023/24 Basic Salary	2024/25 Basic Salary
30+	1	121,846	134,640
	1	128,841	142,369
21 – 29	1	114,846	126,905
	1	121,846	134,640
	1	128,841	142,369
20	1	114,846	126,905
	2	121,846	134,640
	1	128,841	142,369
19	1	114,846	126,905
	2	121,846	134,640
	2	128,841	142,369

18	2	114,846	126,905
	1	121,846	134,640
	2	128,841	142,369
17	2	114,846	126,905
	2	121,846	134,640
	2	128,841	142,369
16	3	114,846	126,905
	1	121,846	134,640
	3	128,841	142,369
15	3	114,846	126,905
	1	121,846	134,640
	4	128,841	142,369
14	3	114,846	126,905
	2	121,846	134,640
	4	128,841	142,369
13	3	114,846	126,905
	2	121,846	134,640
	5	128,841	142,369
Seniority (years)	Interval (years)	2023/2024 Basic Salary	2024/25 Basic Salary
12	3	114,846	126,905
	3	121,846	134,640
	5	128,841	142,369
11	4	114,846	126,905
	3	121,846	134,640
	5	128,841	142,369
10	4	114,846	126,905
	4	121,846	134,640
	5	128,841	142,369
9	4	114,846	126,905
	5	121,846	134,640
	5	128,841	142,369
7 to 8	5	114,846	126,905
	5	121,846	134,640
	5	128,841	142,369
6	1	107,846	119,170
	4	114,846	126,905
	5	121,846	134,640
	5	128,841	142,369
5	1*	106,378	117,547
	1	107,846	119,170
	4	114,846	126,905
	5	121,846	134,640
	5	128,841	142,369
4	1	101,957	112,662
	1	106,378	115,921
	1	107,846	119,170
	3	114,846	126,905
	5	121,846	134,640
	5	128,841	142,369
3	1*	100,483	111,034
	1	104,906	115,921

	1	107,846	119,170
	4	114,846	126,905
	5	121,846	134,640
	5	128,841	142,369
2	1	99,011	109,407
	1	104,906	115,921
	1	107,846	119,170
	5	114,846	126,905
	5	121,846	134,640
	5	128,841	142,369
1	1*	98,479	108,819
	1	101,957	112,662
	1	104,906	115,921
	1	107,846	119,170
	5	114,846	126,905
	5	121,846	134,640
	5	128,841	142,369

*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

	01.04.23	01.04.24
1	3,204	3,600
2	6,408	7,200
3	9,612	10,800
4	12,816	14,400
5	16,020	18,000
6	19,224	21,600
7	22,428	25,200
8	25,632	28,800

10. Consultants – distinction awards

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

	01.04.23	01.04.24
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959