

## Clinical academic pay scales (Scotland) from 1 April 2025 (updated December 2025)

### 1. Summary of changes

The pay scales for medical and dental consultants have been uplifted by 4.0% to basic pay from **1 April 2025**, and the value of all Discretionary Points has been increased by 4.0% from **1 April 2025**.

The pay scales for doctors and dentists in training have been uplifted by 4.25% to basic pay from **1 April 2025**.

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

	<b>01.10.24</b>	<b>1.04.25</b>
Clinical Lecturer <sup>†</sup>		
1	47,474	49,492
2	49,826	51,944
3	52,177	54,395
4	54,528	56,846
5	57,363	59,801
6	60,199	62,758
7	63,039	65,719
8	65,875	68,675
9	68,710	71,631
§10	76,082	79,315
§11	82,197	85,690
§*12	88,311	92,064
Senior Lecturer/ Reader		
§	76,082	79,315
§	82,197	85,690
§	88,311	92,064
§	94,432	98,445
§	102,235	106,580
§	107,625	112,199

<sup>†</sup>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

<sup>§</sup> These points are HE specific pay scales that have no NHS equivalent. A 4.25% increase has been applied from 1 April 2025 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**

	<b>01.10.24</b>	<b>01.04.25</b>
Clinical Lecturer <sup>†</sup>		
1	48,288	50,341
2	52,177	54,395
3	54,528	56,846
4	57,363	59,801
5	60,199	62,758
6	63,039	65,719
7	65,875	68,675
8	68,710	71,631
9	71,550	74,591
§10	79,047	82,406
§11	85,402	89,032
§*12	91,753	95,653
Senior Lecturer/ Reader		
§	76,082	79,315
§	82,197	85,690
§	88,311	92,064
§	94,432	98,445
§	102,235	106,580
§	107,625	112,199

<sup>†</sup> 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

<sup>§</sup> These points are HE specific pay scales that have no NHS equivalent. A 4.25% increase has been applied from 1 April 2025 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	01.04.24	<b>01.04.25</b>
Minimum	88,959	92,518
1 <sup>st</sup>	95,327	99,141
2 <sup>nd</sup>	101,691	105,759
3 <sup>rd</sup>	108,058	112,381
4 <sup>th</sup>	114,083	118,647

**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
		01.4.24	<b>01.4.25</b>
1	1	107,144	111,430
2	2	109,407	113,784
3	3	112,662	117,169
4	4	115,921	120,558
5	5	119,170	123,937
6	5	119,170	123,937
7	5	119,170	123,937
8	5	119,170	123,937
9	5	119,170	123,937
10	6	126,905	131,982
11	6	126,905	131,982
12	6	126,905	131,982
13	6	126,905	131,982
14	6	126,905	131,982
15	7	134,640	140,026
16	7	134,640	140,026
17	7	134,640	140,026
18	7	134,640	140,026
19	7	134,640	140,026
20	8	142,369	148,064

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)	<b>Basic Salary (2022)</b>
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 2025-26 rates**

Spine Point	Seniority (years)	2024/25 rates	<b>2025/26 rates</b>
0	1	107,144	111,430
1	2	107,983	112,303
2	3	108,819	113,172
3	4	108,819	113,172
4 (<1 year @ max)	5	115,921	120,558
4 (+1 year @ max)	6	117,547	122,249
4 (+ 2-24 years @ max)	7-29	119,170	123,937
4 (>25 years @ max)	30+	126,905	131,982

**(b) Subsequent pay progression based on 2025-26 rates**

Seniority (years)	Interval (years)	2024/25 Basic Salary	<b>2025/26 Basic Salary</b>
30+	1	134,640	140,026
	1	142,369	148,064
21 – 29	1	126,905	131,982
	1	134,640	140,026
	1	142,369	148,064
20	1	126,905	131,982
	2	134,640	140,026
	1	142,369	148,064
19	1	126,905	131,982
	2	134,640	140,026
	2	142,369	148,064

18	2	126,905	131,982
	1	134,640	140,026
	2	142,369	148,064
17	2	126,905	131,982
	2	134,640	140,026
	2	142,369	148,064
16	3	126,905	131,982
	1	134,640	140,026
	3	142,369	148,064
15	3	126,905	131,982
	1	134,640	140,026
	4	142,369	148,064
14	3	126,905	131,982
	2	134,640	140,026
	4	142,369	148,064
13	3	126,905	131,982
	2	134,640	140,026
	5	142,369	148,064
Seniority (years)	Interval (years)	2024/25 Basic Salary	2025/26 Basic Salary
12	3	126,905	131,982
	3	134,640	140,026
	5	142,369	148,064
11	4	126,905	131,982
	3	134,640	140,026
	5	142,369	148,064
10	4	126,905	131,982
	4	134,640	140,026
	5	142,369	148,064
9	4	126,905	131,982
	5	134,640	140,026
	5	142,369	148,064
7 to 8	5	126,905	131,982
	5	134,640	140,026
	5	142,369	148,064
6	1	119,170	123,937
	4	126,905	131,982
	5	134,640	140,026
	5	142,369	148,064
5	1*	117,547	122,249
	1	119,170	123,937
	4	126,905	131,982
	5	134,640	140,026
	5	142,369	148,064
4	1	112,662	117,169
	1	115,921	120,558
	1	119,170	123,937
	3	126,905	131,982
	5	134,640	140,026
	5	142,369	148,064
3	1*	111,034	115,476
	1	115,921	120,558

	1	119,170	123,937
	4	126,905	131,982
	5	134,640	140,026
	5	142,369	148,064
2	1	109,407	113,784
	1	115,921	120,558
	1	119,170	123,937
	5	126,905	131,982
	5	134,640	140,026
	5	142,369	148,064
	1*	108,819	113,172
1	1	112,662	117,169
	1	115,921	120,558
	1	119,170	123,937
	5	126,905	131,982
	5	134,640	140,026
	5	142,369	148,064

\*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

	01.04.24	<b>01.04.25</b>
1	3,600	3,744
2	7,200	7,488
3	10,800	11,232
4	14,400	14,976
5	18,000	18,720
6	21,600	22,464
7	25,200	26,208
8	28,800	29,952

## 10. Consultants – distinction awards

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

	01.04.24	<b>01.04.25</b>
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959