

Dear Colleague

**PAY AND CONDITIONS OF SERVICE
EXECUTIVE AND SENIOR MANAGEMENT PAY 2010/11**

This letter makes a correction to CEL (2011)7.

At paragraph 3 of Schedule 1, "1 October 2009", should be deleted and replaced by "1 October 2010".

Chairs and Chief Executives should ensure that:

- CEL (2011)7 is amended and actioned accordingly; and
- this letter is copied to their Local Partnership Forum for information.

Yours sincerely



DR INGRID J CLAYDEN
Interim Director for Health Workforce

**Corrigendum to
CEL (2011)7**

25 March 2011

Addressees

For action
Chairs and Chief
Executives of Health
Boards, NHS National
Services Scotland, State
Hospital Board for
Scotland, NHS Health
Scotland, NHS Education
Scotland, Scottish
Ambulance Service, NHS
Quality improvement
Scotland, NHS 24, National
Waiting Times Centre
Board.

For information
Members of the
NHSScotland Scottish
Partnership Forum and
Local Partnership Forums

Enquires to:

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St Andrew's House
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PAY AND CONDITIONS OF SERVICE EXECUTIVE AND SENIOR MANAGEMENT PAY 2010/11

Summary

1. This letter announces the following in respect of the Executive and Senior Management pay arrangements introduced by HDL(2006)23, HDL(2006)59, CEL(2007)4, CEL (2007)22, CEL (2008)52 and CEL (2010)6. The amendments take effect from 1 October 2010 and relate to the 2009/10 performance year:

- 1.1 No change to the pay ranges for grades A to I.
- 1.2 No provision for non consolidated performance payments in respect of the performance year 2009/10.
- 1.3 Revised consolidated pay progression, based on performance in the year 2009/10, for staff not at the maximum of their pay range. **Staff will not receive more than the maximum consolidated salary for their pay range.**

2. The performance pay arrangements are mandatory for all staff in the Executive and Senior Management cohorts in NHS Boards, NHS National Services Scotland, the State Hospital Board for Scotland, NHS Education for Scotland, NHS Quality Improvement Scotland, NHS Health Scotland, NHS24, Scottish Ambulance Service and the National Waiting Times Centre Board, hereinafter referred to as employing authorities.

3. The independently chaired National Performance Management Committee provides assurance that the performance management arrangements for the Executive cohort are robust and consistent, and conveys this to individual employing authorities to enable application of performance based progression in appropriate cases.

CEL (2011)7

18 March 2011

Addressees

For action

Chairs and Chief Executives of Health Boards, NHS National Services Scotland, State Hospital Board for Scotland, NHS Health Scotland, NHS Education Scotland, Scottish Ambulance Service, NHS Quality improvement Scotland, NHS 24, National Waiting Times Centre Board.

For information

Members of the NHSScotland Scottish Partnership Forum and Local Partnership Forums

Enquires to:

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Action

4. Chairs and Chief Executives should ensure that:
 - the terms of the Direction and Schedule 1 are actioned in their employing authority; and
 - this letter is copied to their Local Partnership Forum for information.

Yours sincerely



DR INGRID J CLAYDEN
Interim Director for Health Workforce

NATIONAL HEALTH SERVICE (SCOTLAND)

EXECUTIVE AND SENIOR MANAGEMENT GRADES (REMUNERATION AND CONDITIONS OF SERVICE DIRECTION)

1. The Scottish Ministers in exercise of powers conferred on them by section 105(7) of, and paragraph 5 of Schedule 1, paragraph 7 of Schedule 5 and paragraph 6(1) of Schedule 7A to the National Health Service (Scotland) Act 1978 (as amended) hereby give the following direction.
2. This Direction may be cited as the “Executive and Senior Management Grades (Remuneration and Conditions of Service Direction) 2011”, and is given to NHS Boards, NHS National Services Scotland, the State Hospital Board for Scotland, NHS Health Scotland, NHS Quality Improvement Scotland, Scottish Ambulance Service, NHS Education for Scotland, NHS 24 and the National Waiting Times Centre Board, hereinafter referred to as “employing authorities”.
3. Employing authorities should apply the provisions detailed in Schedule 1 to this Direction.



DR INGRID J CLAYDEN

Interim Director for Health Workforce
(A member of staff of Scottish Ministers)
The Scottish Government
St Andrews House,
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EH1 3DG
16 March 2011

SCHEDULE 1

EXECUTIVE AND SENIOR MANAGEMENT COHORTS PAY ARRANGEMENTS 20010/11

Pay Ranges

1. The minima and maxima of the pay ranges for grades A to I are maintained at their existing levels as per the table below:

Grades A to C		
	Pay Range Minima	Pay Range Maxima
Grade	1 October 2010	1 October 2010
A	43,060	58,685
B	49,411	67,342
C	56,701	77,276
D	64,104	87,366
E	73,560	100,255
F	84,411	115,046
G	96,864	132,017
H	111,155	151,493
I	127,552	173,840

Consolidated Performance Related Pay

2. Consolidated pay progression within the pay ranges should be applied with effect from 1 October 2010 based on performance in the year 2009/10.

3. The appropriate consolidated percentage increases for individual employees based on their performance markings for 2009/10 should be applied to their personal salary at 30 September 2010 and added to that salary to give the employee's consolidated personal salary position within the pay range with effect from 1 October 2009 as follows:

Grades A to I	
<i>Unacceptable</i>	0%
<i>Incomplete</i>	0%
<i>Fully Acceptable</i>	0.5%
<i>Superior</i>	1.0%
<i>Outstanding</i>	1.0%

4. **No employee will receive more than the maximum consolidated salary for his or her pay range.**

Staff on Protection

5. Employees on personal protection who are at their maximum personal salary are not eligible for a consolidated uplift from 1 October 2010.

6. Employees on personal protection who are not at their maximum personal salary will not have the value of their maximum personal salary increased from 1 October 2010.

7. Employees on personal protection who are not at their maximum personal salary should receive the appropriate consolidated percentage pay increase for their performance in accordance with paragraph 3 above subject to their maximum personal salary not being exceeded.

Other Conditions

8. The provisions relating to promotion and acting up, new appointments and leavers during the period 1 April to 30 September, as set out in CEL(2007)4 and CEL(2007)22, are unaffected by the terms of this Direction.