

**The Scottish Government**

Health Workforce, Leadership and Service Reform Directorate,  
NHS Pay and Conditions



Scottish Government  
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Dear Colleague

**PAY AND CONDITIONS FOR HOSPITAL MEDICAL AND  
DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC  
HEALTH MEDICINE AND THE COMMUNITY HEALTH  
SERVICE**

**JUNIOR DOCTORS TRANSFERRING TO SCOTLAND FROM  
THE REST OF THE UK, CHANNEL ISLANDS AND ISLE OF  
MAN.**

**Summary**

1. This circular notifies employers of agreed changes to pay arrangements that should apply in the event that trainee doctors transfer to Scotland in the context of differing contractual arrangements in the rest of the UK and dependant territories.

**Agreement**

2. Agreement has been reached between the Scottish Government and BMA Scotland to revise the pay arrangements laid down in the Scottish Junior Doctors Terms and Conditions for implementation from 1 October 2019. This change will ensure that all Junior Doctors are treated equitably with regards to placement on the pay scale, which will be based on reckonable service as detailed in Annex A.

**Amendments to Terms and Conditions of Service**

3. The relevant text (para 133 a-e) of the Scottish Terms and Conditions of Service has been amended to reflect this change and the revised text is attached at Annex A.

**Action**

4. NHS Employers are required to make the necessary arrangements to implement, and apply the new arrangements as notified in Annex A of this Circular in full with effect from 1 October 2019.

26 September 2019

**Addressees**

For action

Chief Executives, Directors of Finance, Directors of Human Resources, NHS Boards, Special Health Boards, NHS National Services Scotland (Common Services Agency), Healthcare Improvement Scotland

For information

Members, Scottish Partnership Forum Members, Scottish Terms and Conditions Committee Members, Scottish Workforce and Governance Group, Management Steering Group

Enquiries to:

Daniel MacDonald  
Scottish Government Health Workforce Division  
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St Andrew's House  
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5. NHS Employers are asked to make their own arrangements for obtaining any additional copies of this circular which is available on the SHOW website at <http://www.publications.scot.nhs.uk/publication.asp> or the MSG website at <http://www.msg.scot.nhs.uk/publications>

### **Enquiries**

6. **Employees** should direct their personal enquiries to their employing Board, Special Health Board or NHS National Services Scotland (Common Services Agency).

7. **NHS Employers** should direct enquiries to the Scottish Government contact detailed on page one of this circular.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Sean Neill'.

**SEAN NEILL**

Deputy Director for Health Workforce

## **DIRECTION**

Scottish Ministers, in exercise of the powers conferred on them by Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 and Section 105(7), paragraph 5 of Schedule 1 and paragraph 7 of Schedule 5 to, the National Health Service (Scotland) Act 1978, hereby gives to NHS Boards and Special Health Boards and NHS National Services Scotland (the Common Services Agency) the following Direction.

The staff group referred to in NHS Circular PCS(DD)2019/3 shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 26 September 2019 with effect from 1 October 2019.



**SEAN NEILL**  
**Deputy Director for Health Workforce**  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG

**26 September 2019**

**AMENDMENTS TO TERMS AND CONDITIONS OF SERVICE**

**DOCTORS EMPLOYED UNDER NATIONAL HEALTH SERVICE HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH AND THE COMMUNITY HEALTH SERVICE (SCOTLAND) TERMS AND CONDITIONS OF SERVICE**

**Revision of Paragraph 133 of the Terms and Conditions of Service Promotion Increase**

**Starting salary for junior doctors transferring into NHS Scotland from elsewhere in the UK**

133.a. Subject to sub-paragraphs b. and c. below, where practitioners have been paid in their previous regular appointment at a rate of salary higher than or equal to the rate at which they would (were it not for this provision) be paid on taking up their new appointment, then their starting salary in the new appointment shall be fixed at the point in the scale next above that previous rate, or at the maximum if that previous rate were higher.

b. For the purposes of calculating the starting salary pursuant to sub-paragraph a. for practitioners who were not employed in their previous regular appointment under these Terms and Conditions of Service, or equivalent 2002 terms and conditions of service in England, Wales, Northern Ireland, the Isle of Man and the Channel Islands, the practitioner will be treated as having been employed in their previous regular appointment at a rate of pay equivalent to the rate of pay they would have received had they performed all of their previous service under these Terms and Conditions of Service.

c. Where the previous appointment was a part-time medical or dental officer under paragraph 94 or 105, sub-paragraph a. shall apply only where that appointment has been held for twelve months or more.

d. Where a practitioner has been paid on one of Points 1, 2, 3, 4 or 5 of the Senior House Officer scale for a period of 5 months or more in their last appointment prior to promotion to Specialist Registrar their starting salary shall be determined as under sub-paragraph a. above and they shall retain their existing incremental date.

e. Where a practitioner is appointed to the Specialty Registrar grade from the SHO grade transitional arrangements will be as set out in NHS Pay Circular PCS(DD)2007/7.