



SCOTTISH EXECUTIVE

Health Department
Human Resources Directorate

Dear Colleague

**CLINICAL PSYCHOLOGISTS, TRAINEE CLINICAL
PSYCHOLOGISTS, ASSISTANT PSYCHOLOGISTS,
CHILD PSYCHOTHERAPISTS, TRAINEE CHILD
PSYCHOTHERAPISTS AND
ASSISTANT PSYCHOTHERAPISTS (CHILD)**

**Increases to National Salary Scales for 2002/03
Regional Secure Unit Allowance
Assistant Clinical Psychologist's Scale
Use of Pay Flexibilities – 3 Point Personal Pay Scales
Use of Pay Flexibilities – Recruitment and Retention
Supplements
Continuing Professional Development
Definitions and Titles – Applied Psychologists in Health**

1. I am writing to inform you that the Management Side of the Scientific and Professional Staffs Whitley Council and representatives of clinical psychology and child psychotherapy staff have reached agreement on the issues listed above.

2. The details of the agreement are as follows.

Increases to National Salary Scales for 2002/03

3. With effect from 1 April 2002, national salary scales for the above grades will be increased by 3.6%.

3.1 Revised salary scales are set out in Appendices A and B attached to this letter.

3.2 Part-time staff shall be paid pro-rata

Regional Secure Unit Allowance

4. The Regional Secure Unit allowance which has been frozen nationally since 1 April 1994 is increased by 32% in this agreement. The revised rates are set out in Appendix C attached to this letter.

16 May 2002

Addressees

For action

Chief Executives,
NHSScotland Boards and
Special Health Boards

Chief Executive, Common
Services Agency

Chief Executive, State Hospital

Chief Executives, NHSScotland
Trusts

For information

Chief Executive, Health Education
Board for Scotland

Members, Scottish Partnership
Forum

Enquiries to:

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Scottish Executive Health
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Assistant Clinical Psychologist's Scale

5. The bottom point (12) of the assistant clinical psychologist's grade is removed and staff on point 12 should be assimilated to point 13 with effect from 1 April 2002. Where there are difficulties recruiting assistant clinical psychologists employers are reminded that assistants may be appointed to any point of their pay scale (points 13 to 16) on appointment (Appendix D of PCS(SP)92/3 refers).

Use of Pay Flexibilities – 3 Point Personal Pay Scales

6. Employers are reminded of the grading agreement (Appendix D of PCS(SP)92/3) which requires clinical psychologists' posts to be considered individually and reviewed as necessary. This is particularly pertinent to the grade A posts where jobs are matched to three point personal pay scales and adjustment of the scales is necessary to reflect significant changes in work.

Use of Pay Flexibilities – Recruitment and Retention Supplements

7. Employers are reminded of the pay flexibilities provided by existing agreements for Clinical Psychologists and Child Psychotherapists and the opportunities these provide to take account of local circumstances in determining pay, including the discretion to make local pay supplements of up to 20% to address proven recruitment and retention difficulties that could be redressed by pay enhancement.

Continuing Professional Development

8. The agreement on continuing professional development was promulgated in Appendix E of PCS(SP)96/3. Employers are reminded of the importance of equitable access to continuing professional development for all clinical psychologists and child psychotherapists and comparable professionals (see PCS(SP)2001/4 paragraph 6). This is consistent with professional guidance in accordance with principles of clinical governance and the framework of individual assessments of performance in the context of local service needs and circumstances. Factors such as funding, staff release and availability of mentors/assessors impact on training opportunities locally. Employers are urged to ensure that access to continuing professional development is appropriate and to consider flexible approaches to achieve this. Local arrangements should also acknowledge the important roles these professionals may have in supporting training, education and supervision for other NHS professionals.

Definitions and Titles – Applied Psychologists in Health

9. The last Pay Circular (PCS (SP) 2001/4) advised that whilst the agreements apply to clinical psychologists and child psychotherapists only, employers may need to employ other staff under local arrangements to provide wider counselling and therapy services. Such staff may be employed on terms and conditions of service mirroring Whitley where the skills and knowledge are deemed to be commensurate with that of clinical psychologists or child psychotherapists, for example psychologists eligible for chartered status in domains other than clinical.

10. The Whitley Council is not being extended formally to embrace these groups as pay modernisation will provide a sound foundation for appropriate employment of all staff. Meanwhile employers may find it helpful to know that these staff are often described as “Applied Psychologists in Health” and comprise the following:-

Clinical psychologists; child psychotherapists; counselling psychologists; health psychologists and forensic psychologists.

11. Job titles for clinical psychologists and child psychotherapists are not linked to grade or pay in the Whitley Agreements and are a matter for local determination. However the title "consultant" is now widely applied to the most senior clinical psychologist and child psychotherapist posts in the NHS (normally grade B posts) and employers may wish to adopt a common approach to designation of such posts.

Scottish Ministers Approval

12. Employers should implement this agreement, which has been approved by the Scottish Ministers under Regulation 2 and Regulation 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No 537). A copy of the formal approval is attached.

Action

13. NHS Boards, Special Health Boards and NHSScotland Trusts who employ staff on national contracts should:

- i. Ensure that the necessary arrangements are made as soon as possible to pay the national salaries effective from 1 April 2002;
- ii. Notify Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

Enquiries

14. Employees should direct their personal enquiries to their employing NHS Board, Special Health Board or NHSScotland Trust.

15. Employers are asked to make their own arrangements for obtaining any additional copies of this Circular.

16. This Circular can also be viewed on <http://www.show.scot.nhs.uk/sehd/pcs.asp>.

17. Copies of previous Pay Circulars from 2000 may also be obtained on the above website.

Destruction Date

18. This Circular need not be retained more than 4 years after issue.

Yours sincerely

MIKE PALMER
Assistant Director of Human Resources

APPENDIX A

**ASSISTANT PSYCHOLOGISTS, TRAINEE CLINICAL PSYCHOLOGISTS AND
CLINICAL PSYCHOLOGISTS
SALARIES WITH EFFECT FROM 1 APRIL 2002**

Spine Point	Assistant Psychologist	Trainee Clinical Psychologist	Clinical Psychologist Grade A	Clinical Psychologist Grade B
13	12,978	12,978		
14	13,495	13,495		
15	14,037	14,037		
16	14,598	14,598		
17	15,185		15,185	
18	15,793		15,793	
19	16,424		16,424	
20	17,078		17,078	
21	17,761		17,761	
22	18,473		18,473	
23	19,215		19,215	
24	19,978		19,978	
25	20,781		20,781	Individual posts in
26	21,610		21,610	Grade A will be
27	22,474		22,474	assigned a personal
28	23,374		23,374	payscale of three
29	24,308		24,308	consecutive points
30	25,282		25,282	within the range
31	26,293		26,293	20 to 41 on the
32	27,342		27,342	Spine
33	28,438		28,438	
34	29,576		29,576	
35	30,756		30,756	
36	31,989		31,989	
37	33,269		33,269	
38	34,599		34,599	
39	35,982		35,982	
40	37,421		37,421	37,421
41	38,919		38,919	38,919
42	40,475			40,475
43	42,095			42,095
44	43,780			43,780
45	45,531			45,531
46	47,349			47,349
47	49,245			49,245
48	51,215			51,215
49	53,265			*53,265
50	55,396			*55,396
51	57,611			*57,611
52	59,918			*59,918
53	62,312			*62,312

Spine points marked * are for use only when salary scales have been advanced in accordance with paragraph 9.4 of Appendix D of Advance Letter (SP)4/92. All these pay rates should be applied pro rata to sessional staff under Appendix D to Advance Letter (SP)2/84.

APPENDIX B

**ASSISTANT PSYCHOTHERAPISTS (CHILD), TRAINEE CHILD PSYCHOTHERAPISTS
AND CHILD PSYCHOTHERAPISTS
SALARIES WITH EFFECT FROM 1 APRIL 2002**

Spine Point	Assistant Psychotherapist (Child)	Trainee Child Psychotherapist	Child Psychotherapist Grade A	Child Psychotherapist Grade B
17	15,185	15,185		
18	15,793	15,793		
19	16,424	16,424		
20	17,078		17,078	
21	17,761		17,761	
22	18,473		18,473	
23	19,215		19,215	
24	19,978		19,978	
25	20,781		20,781	
26	21,610		21,610	
27	22,474		22,474	
28	23,374		23,374	
29	24,308		24,308	Individual posts in
30	25,282		25,282	Grade A will be
31	26,293		26,293	assigned a personal
32	27,342		27,342	payscale of three
33	28,438		28,438	Consecutive points
34	29,576		29,576	within the range
35	30,756		30,756	25 to 41 on the
36	31,989		31,989	Spine
37	33,269		33,269	
38	34,599		34,599	
39	35,982		35,982	
40	37,421		37,421	37,421
41	38,919		38,919	38,919
42	40,475			40,475
43	42,095			42,095
44	43,780			43,780
45	45,531			45,531
46	47,349			47,349
47	49,245			49,245
48	51,215			51,215
49	53,265			*53,265
50	55,396			*55,396
51	57,611			*57,611
52	59,918			*59,918
53	62,312			*62,312

Spine points marked * are for use only when salary scales have been advanced in accordance with paragraph 8.4 of Appendix A of Advance Letter (SP)6/91. All these pay rates should be applied pro rata to sessional staff under Appendix D to Advance Letter (SP)2/84.

APPENDIX C

**SPECIAL ALLOWANCE FOR CLINICAL PSYCHOLOGISTS AND CHILD
PSYCHOTHERAPISTS EMPLOYED IN REGIONAL SECURE UNITS**

With effect from 1 April 2002 the Regional Secure Unit allowance payable to staff is increased from £891 to £1,176.



**NATIONAL HEALTH SERVICE
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE**

In accordance with Regulation 2 and Regulation 3 of the National Health Service (Remuneration and Conditions of Service)(Scotland) Regulations 1991 (SI 1991No. 537) the Remuneration and Conditions of Service set out in the attached Scottish Executive Health Department's letter of 16 May 2002, NHS Circular: PCS(SP)2002/4 records an agreement of the Scientific and Professional Staffs Whitley Council for Health Services (Great Britain) in respect of salary scales for clinical psychology and child psychotherapy staff for the purpose of the said Regulations.

MIKE PALMER

A member of the staff of the Scottish Ministers
(Assistant Director of Human Resources)

Scottish Executive
Health Department
St Andrew's House
EDINBURGH
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16 May 2002