



SCOTTISH EXECUTIVE

Health Department
Human Resources Directorate

Dear Colleague

SPEECH AND LANGUAGE THERAPISTS AND SPEECH AND LANGUAGE THERAPISTS' ASSISTANTS PAY FOR 2004-05

A INCREASES TO NATIONAL SALARY SCALES FOR 2004-05

B INCREASE IN REGIONAL SECURE UNIT ALLOWANCE FOR 2004-05

Summary

1. I am writing to inform you that the Management Side of the Scientific and Professional Staffs Whitley Council and representatives of Speech and Language Therapists and Speech and Language Therapists' Assistants have reached agreement on the items listed above. The details of the agreement are set out below.

A National Salary Scales for Speech and Language Therapists and Speech and Language Therapists' Assistants for 2004-05

2. With effect from 1 April 2004, national salary scales for the above grades will be increased by 3.225%.
3. Revised salary scales are set out in Appendices A and B attached to this Circular.
4. Part-time staff shall be paid pro-rata.

15 March 2004

Addresses

For action

Chief Executives, NHSScotland
Boards and Special Health Boards

Chief Executive, Common Services
Agency

Chief Executive, State Hospital

Chief Executive, NHSScotland Trusts

For information

Members, Scottish Partnership
Forum
Members, HR Forum

Enquiries to:

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B Increase to Regional Secure Unit Allowance

5. The Regional Secure Unit Allowance will be increased to £1,253 effective from 1 April 2004. The revised rate is set out in Appendix C to this Circular.

Scottish Ministers' Approval

6. Employers should implement this agreement which has been approved by 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

7. 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 2004;
 - ii. notify Scottish Public Pensions Agency of an increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

Enquiries

8. Employees should direct their personal enquiries to their employing NHS Board, Special Health Board or NHSScotland Trust.
9. Employers are asked to make their own arrangements for obtaining any additional copies of this Circular. This Circular can also be viewed on <http://www.show.scot.nhs.uk/sehd/pcs.asp>.
10. Copies of previous Pay Circulars from 2000 may also be obtained on the above website.

Destruction Date

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

Yours sincerely

MICHAEL PALMER
Assistant Director of Human Resources (Workforce and Policy)

APPENDIX A

**SPEECH AND LANGUAGE THERAPISTS
SALARIES WITH EFFECT FROM 1 APRIL 2004**

Spine Point	Band 1		Band 2		Band 3		Band 4		Band 5	
	SLT E550 to E554	SLT E560 to E576	SLT E586 to E592	SLT E593	SLT E510 To E515					
18	16,828	16,828								Individual posts will be assigned a personal payscale of any three consecutive points within the range 18-22 (Band 1), 23-33 (Band 2) and 36-41 (Band 3) on the spine.
19	17,500	17,500								
20	18,197	18,197								
21	18,925	18,925								
22	19,684	19,684								
23	20,474		20,474							
24	21,287		21,287							
25	22,143		22,143							
26	23,026		23,026							
27	23,947		23,947							
28	24,906		24,906							
29	25,901		25,901							
30	26,939		26,939							
31	28,016		28,016							
32	29,134		29,134							
33	30,302		30,302							
34	31,514									
35	32,772									
36	34,086				34,086					
37	35,449				35,449					
38	36,867				36,867					
39	38,340				38,340					
40	39,874				39,874	39,874				
41	41,470				41,470	41,470	41,470			
42	43,128						43,128			
43	44,854						44,854			
44	46,649						46,649			
45	48,515						48,515			
46	50,452						50,452			
47	52,473						52,473			
48	54,572						54,572			
49	56,756									
50	59,027									
51	61,387									
52	63,845									
53	66,396									

Spine points 34 and 35 (E578 and E579 respectively) are available for exceptionally demanding posts at the top of Band 2 but which do not meet the definition of Band 3.

APPENDIX B

SPEECH AND LANGUAGE THERAPISTS' ASSISTANTS SALARIES WITH EFFECT FROM 1 APRIL 2004

Spine Point	Value £
07 (P548)	£11,195
08	£11,555
09	£11,937
10	£12,343
11	£12,815

APPENDIX C

RATES FOR SESSIONAL EMPLOYEES

1/10 of weekly rates per session

**REGIONAL SECURE UNIT ALLOWANCE WITH EFFECT FROM 1 APRIL
2004**

With effect from 1 April 2004 the Regional Secure Unit allowance payable to staff is increased to £1,253



**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 1991 No 537) the Remunerations and Conditions of Service set out in the attached Scottish Executive Health Department letter of 15 March 2004, NHS Circular: PCS (SP)2004/4, records an agreement negotiated in the Scientific and Professional(SP) Council of the Whitley Councils for the Health Services (Great Britain) and is hereby approved for the purpose of the said Regulations

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

Scottish Executive
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15 March 2004