



SCOTTISH EXECUTIVE

Health Department
Human Resources Directorate

Dear Colleague

HEALTHCARE PHARMACISTS

INCREASES TO NATIONAL SALARY SCALES FOR 2000/2001

Summary

1. I am writing to inform you that the Management Side of the Scientific and Professional Staffs Whitley Council and representatives of healthcare pharmacists have reached agreement on increases to the national salary scales for the year 2000-2001.

Increases To National Salary Scales

2. The details of the agreement are as follows:

2000-2001

An increase of 3.25% or £300, whichever is the higher, to national salary scales with effect from 1 April 2000.

2.1 Part-time staff shall be paid pro-rata.

Emergency Duty Commitment Allowance

3. The emergency duty commitment allowance remains as set out in NHS Circular PCS (PH)99/1 (relevant extract attached at Appendix B to this Circular)

8 March 2001

Addresses

For action

General Managers, Health Boards and
Special Health Boards

General Manager, Common Services
Agency

General Manager, State Hospital

Chief Executives, NHSScotland
Trusts

For information

General Manager, Health Education
Board for Scotland

Enquiries to:

Miss Brenda Burnett
Directorate of Human Resources
Scottish Executive Health Department
Room GW 15
St Andrew's House
EDINBURGH EH1 3DG

Tel: 0131-244 2473

Fax: 0131-244 2837

E-Mail:

Brenda.burnett@scotland.gsi.gov.uk

4. For 2000/01 any changes to this allowance are for local agreement. Employers are asked to consider whether it would be helpful to increase the allowance for example in line with the increase in basic salary scales

5. Negotiations continue on any changes to the national agreement on emergency duty commitment allowance from 1 April 2000.

Post Qualification Training And Continuing Professional Development

6. Appendix D to NHS Circular: PCS(PH)99/1 issued to NHSScotland on 13 December 1999 contained an error in the footnote. The Royal Pharmaceutical Society of Great Britain (RPSGB) recommends 30 hours of continuing education to be undertaken per annum, not 30 days. A Corrigendum dated 18 February 2000 amended the footnote to read 30 hours.

7. The RPSGB is considering changing its recommendation to reflect the needs of employers and staff for a more flexible approach. The footnote is removed from the amended Appendix C attached pending the outcome of the RPSGB's deliberations.

Interpretation of Existing Agreements

8. In the light of a number of frequently asked questions following the issue of NHS Circular: PCS(PH)99/1, Annex D to this Circular confirms the position on annual leave entitlements for pharmacists, starting pay on appointment and promotion, and a number of other pay related issues.

Scottish Ministers Approval

9. Employing authorities should implement these agreements, which have 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

10. 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 and allowances effective from 1 April 2000; and
- ii. Notify Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

Enquiries

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

12. 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.scot.nhs.uk/>.

Destruction Date

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

Yours sincerely

STUART ROBINSON
Acting Assistant Director of Human Resources

**SALARIES WITH EFFECT FROM 1
APRIL 2000
HEALTHCARE PHARMACISTS AND PRE-REGISTRATION
GRADUATES**

Spine Point	£	GRADE S							
		A G600	B G605 *G606	C G610 *G615 **G620	D G625 *G630 **G635	E G640 *G645 **G650 ***G655	F G660 *G665 **G670 ***G675	G G680 *G682 **G684 ***G686	H G690 *G692 **G694 ***G696
0	16892	16892							
1	17952	17952							
2	19011	19011	19011						
3	20071		20071						
4	21131		21131						
5	21398		*21398	21398					
6	22420			22420					
7	23442			23442					
8	24463			24463					
9	25485			25485					
10	26507			26507					
11	26764			*26764	26764				
12	27758			**27758	27758				
13	28751				28751				
14	29745				29745				
15	30153				*30153	30153			
16	31128				**31128	31128			
17	32102					32102			
18	33076					33076			
19	34052					*34052	34052		
20	35025					**35025	35025		
21	36001					***36001	36001		
22	36975						36975		
23	37950						*37950	37950	
24	38924						**38924	38924	
25	39899						***39899	39899	
26	40874							40874	
27	41848							*41848	41848
28	42822							**42822	42822
29	43797							***43797	43797
30	44771								*44771
31	45746								**45746
32	46721								***46721

Pay scale codes and salary points marked * are for use when salary scales have been advanced in accordance with paragraphs 15 and 16 of Appendix J to AL (PH) 1/89 and paragraphs 1 and 2 of Appendix H to AL (PH)2/91

CMK005dec

NHS Circular
PCS(PH)2001/1

RATES OF PAY FOR UNIVERSITY AND COLLEGE BASED SANDWICH COURSE STUDENTS UNDERGOING PRACTICAL PLACEMENTS IN PHARMACY DEPARTMENTS WITH EFFECT FROM 1 APRIL 2000

The rates of pay for university and college based sandwich course students undergoing practical placements in pharmacy departments are revised with effect from 1 April 2000 as follows:

Pharmaceutical students undergoing their first period of practical training during their second year of study:

PAYSCALE CODE G875

£9761

Pharmaceutical students undergoing their second period of practical training during their fourth year of study:

PAYSCALE CODE G878

£10741

Emergency Duty Commitment Allowance

With effect from 1 April 1999 healthcare pharmacists who commit to working in emergencies will receive an Emergency Duty Commitment allowance of :-

£2,054 per annum

subject to the scope for further increases from 1 April 2000 by local agreement (see paragraphs 3 to 5 of NHS Circular: PCS(PH)2001/1).

This allowance will be superannuable. It will be paid pro-rata to part-time staff, where appropriate, depending on the proportion of emergency duty undertaken.

POST QUALIFICATION TRAINING AND CONTINUING PROFESSIONAL DEVELOPMENT

1. It is of great importance for healthcare pharmacists to undertake post-qualification training and continue their professional development throughout their careers, at all levels of responsibility and encompassing all grades.
2. The continuing advancement of healthcare pharmacy and changing methods of its application emphasises the need for continuing training and development for healthcare pharmacists. Healthcare pharmacists have a professional duty to remain up-to-date in their knowledge and skills in order to carry out their work effectively and ensure appropriate continuing development.
3. It is in the interests of employers, in pursuit of good clinical governance, to maintain a skilled and fully trained workforce in order to provide the best care possible for patients, as well as to ensure the effective management of resources. Appropriate post-qualification training and professional development should therefore be seen as an integral part of providing a professional service and maintaining the highest standards.
4. For the purposes of this guidance post-qualification training and continuing professional development is defined as incorporating all post-qualification courses and study leave; refresher courses; research; or attending meetings or conferences; the subjects of which have a direct bearing on the individual's normal work, or are of benefit to the service in particular or the NHS in general. The means of study should be appropriate and may include full time study, day release, suitably supported distance learning, on the job training, and visits to Centres of Excellence etc.
5. Staff involved in post-qualification training need to receive appropriate support from their employers, subject to the availability of resources. Such support may include the preparation time, payment of fees, granting of special leave and travelling and subsistence expenses for post-qualification training. Special leave may relate to the whole or part of the period desired, and be with or without pay. In addition to travel costs and subsistence, expenses may cover other costs associated with the training.
6. Where staff without good reason fail to progress satisfactorily in their studies, there may be grounds for facilities provided being withdrawn.
7. We recommend that an employee to whom special leave with pay has been granted should not undertake paid work without the consent of the employer which granted the leave.

**NHS Circular:
PCS (PH) 2001/1
Appendix D**

1. In the light of a number of frequently asked questions following the issue of NHS Circular: PCS(PH)99/1 on 13 December 1999 and corrigendum dated 18 February 2000, this Annex confirms the position on annual leave entitlements for pharmacists, starting pay on appointment and promotion, and a number of other pay related issues.

Annual Leave

2. Annual Leave entitlements for pharmacists are:-

Pre-registration pharmacists	4 weeks
Pharmacists on spine points 00-08*	5 weeks
Pharmacists on spine points 00-08 (after 5 years service)	5 weeks and 3 days
Pharmacists on spine points 09-32	6 weeks

* Employers have discretion to determine entitlement up to the maximum of 5 weeks and 3 days between appointment and the end of 5 years service

Starting Pay on Appointment and Promotion

3. Employers have discretion, taking account of all relevant circumstances and experience, to appoint a pharmacist to any point on the scale on appointment and on promotion.

Other Pay Interpretation Issues

4. The pay spine introduced with NHS Circular: PCS (PH) 99/1 does not affect other existing Whitley or locally determined agreements, for example unsocial hours payment remains subject to local agreement as set out in AL (PH) 2/91.

5. For pharmacists in receipt of the emergency duty commitment allowance, Trusts should include the allowance in earnings assessments when providing financial information to be used in connection with a mortgage application.

