23 May 2007

To: Heads of Universities and Colleges
HR Directors

Please also distribute to: Deans and secretaries of and HR colleagues responsible for medical and dental schools, Finance Directors and Payroll Managers

Action: To implement salary increases for clinical academic staff in England from 1 April 2008

Attachments: Revised salary information

CLINICAL ACADEMIC STAFF SALARIES (ENGLAND): APRIL 2008 INCREASE

Executive Summary
This Update provides details of the salary increases for clinical academic staff in England from 1 April 2008. Following the principle of pay parity, the increases are the same as those awarded to comparable NHS staff. Increases have yet to be agreed for Scotland, Wales and Northern Ireland.

Introduction
1. The Clinical Academic Staff Sub Committee (CASSC) “translates” the NHS salary scales for hospital doctors and dentists, determined by Government after considering advice from the Doctors’ and Dentists’ Review Body (DDRB), into clinical academic pay scales.

2. In recent years, it has not been felt necessary to convene a full meeting of the CASSC to agree the translation. Instead, agreement has been reached through an exchange of correspondence. The same procedure has been used this year.

3. CASSC has now agreed to “translate” the DDRB award, as determined by Government, into the salaries of clinical academics. In so doing, it recommends to institutions the 2.2% uplift in basic salary from April 2008 set out in Appendix 1.

4. Discretionary points, distinction awards and clinical excellence awards have been similarly increased from April 2008 by 2.2%. Details of the new rates are included in the appendix in Sections 6-9.

5. Section 3 of the appendix provides information on the basic salary for consultant clinical academics whose first appointment as an NHS consultant was on or after 1 February 2004. The salary points in Section 3, which is presented in an amended format to that previously used, should be used in conjunction with Annex B of the suggested clauses document last issued with UCEA Update 08:36.
6. **Section 4** of the appendix provides information on the basic salary for consultant clinical academics whose first appointment as an NHS consultant was **on or before 31 January 2004**. The salary points in Section 4 should be used in conjunction with Annex A of the suggested clauses document last issued with UCEA Update 08:36.

7. Any consultant clinical academics who remain on the pre 2003 contract should be paid on the salary rates in **Section 2**.

8. Please note that Sections 3-5 apply also to senior academic GPs (SAGPs) offered terms and conditions comparable to the 2003 consultant contract except that the date from which the new arrangements were introduced was for individual institutions to decide, as indicated in the documentation on the recommended new arrangements for SAGPs contained in UCEA Update 06:127.

9. The appendix provides no recommendation on the salaries of Professors, which are a matter for local determination.

**2008 INCREASE IN SCOTLAND, WALES AND NORTHERN IRELAND**

10. The translation process for Scotland, Wales and Northern Ireland will be set in train as soon as increases in pay for hospital doctors and dentists in the devolved administrations have been received.

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