UPDATE

Clinical/Health Care Academics

4 April 2007

To: Heads of Universities and Colleges
HR Directors

Please also distribute to: Finance Directors and Payroll Managers

Action: To implement salary increases for clinical academic staff in England from 1 April 2007.
To note that some salaries will be further increased from 1 November 2007.

Attachments: Revised salary information

CLINICAL ACADEMIC STAFF SALARIES IN ENGLAND: APRIL 2007 INCREASE

Executive Summary
This Update provides details of the salary increases for clinical academic staff in England from 1 April 2007. It notes that some will be further increased from 1 November 2007. Following the principle of pay parity, the increases from April 2007 are the same as those awarded to comparable NHS staff. Increases have not yet been 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 increases from April 2007 set out in Appendix 1. They represent:

- a staged increase of £650 for those on the salary points derived from the salary scales for doctors in training – i.e. the first 9 points of the Lecturer scale – with a 1.5% increase paid from 1 April and the remainder from 1 November
- a staged increase of £1,000 for those covered by the salary points derived from the Associate Specialist salary scale – i.e. the last 3 points of the
Lecturer scale and the first 3 points of the Senior Lecturer/Reader scale - with a 1.5% increase paid from 1 April and the remainder from 1 November.

- an increase for consultants, whether on the old or new contract, of £1,000 from 1 April 2007; in the case of any consultants paid on the first two points of the old consultant pay scale, the increase is staged with a 1.5% increase paid from 1 April and the remainder from 1 November.

4. There is no increase in discretionary points, distinction awards and clinical excellence awards which remain unchanged from November 2006. Details of the rates from April 2007 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 to a post on the consultant, or a consultant equivalent, grade was on or after 1 February 2004. It should be used in conjunction with Annex B of the suggested clauses document issued with UCEA Update 06:114A.

6. Section 4 of the appendix provides information on the basic salary for consultant clinical academics whose first appointment to a post on the consultant, or a consultant equivalent, grade was on or before 31 January 2004. The salary points in Section 4, which is presented in an amended format from that used in previous years, should be used in conjunction with Annex A of the suggested clauses document issued with UCEA Update 06:114A.

7. Consultant clinical academics who remain on the old contract should continue to be paid on the salary rates in Section 2.

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

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

10. A further Update containing revised salary information from 1 November 2007 will be issued once this information is available for NHS employees.

2007 INCREASE IN SCOTLAND, WALES AND NORTHERN IRELAND

11. 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 announced.

JOCELYN PRUDENCE
Chief Executive

Enquiries:
Please address to m.polmear@ucea.ac.uk or s.powley@ucea.ac.uk.

© UCEA April 2007