

**PERSONNEL SERVICES**

University Offices, Wellington Square, Oxford OX1 2JD  
Acting Director of Personnel and Related Services



To: heads and administrators of all departments in the Medical Sciences Division

Ref. EMS/6,  
EMS/33

Copies to: Head of the Medical Sciences Division, Secretary of the Medical Sciences Division, Ms Coldstream, Mr Morgan, Mrs Kinahan

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### **Revised pay scale for clinical academics below the level of consultant**

The Personnel Committee has approved the implementation of a revised pay scale for **new** clinical academics below the level of consultant appointed to posts **advertised after 1 January 2012**.

Existing staff and any staff appointed to posts advertised before 1 January 2012 will remain on the current grades. Grades A64 and A65 are closed to new appointments advertised after 1 January 2012.

The revised pay scale, titled grade A67, will eventually replace the existing pay scales for clinical lecturers (grade A64) and clinical tutors (grade A65).

#### **1. Action required of departments and divisions**

Departments and divisions are asked to:

- (a) Use the revised pay scale for advertising positions for clinical academics below the level of consultant with effect from 1 January 2012.
- (b) Take care in setting the starting salaries of new staff to ensure equity with existing staff.

#### **2. Background**

The University and Colleges Employers Association (UCEA) issued a revised pay scale for clinical academics below the level of consultant and provided broad national guidelines as to how it might be implemented.

The revisions to the pay scale were prompted by the introduction of a new NHS speciality training programme and an associated salary scale for doctors in training to become consultants. The revised pay scale for universities mirrors the NHS salary points to enable greater transparency, and to facilitate the smooth transition between employment in the NHS and the HE sector.

The Personnel Committee has approved the implementation of the revised pay scale at Oxford. The revised pay scale, titled grade A67, is set out below:

<b>Grade A67</b>	
<b>Scale point</b>	<b>Salary</b>
11	£55,754
10	£51,606
9	£46,708
8	£44,856
7	£43,003
6	£41,152
5	£39,300
4	£37,448
3	£35,596
2	£34,061
1	£31,523

Owing to the length of the revised scale, UCEA guidance suggests that, to avoid age discrimination, progression up the revised scale points should be subject to the introduction of performance thresholds, i.e. every five years each lecturer would have a performance review to determine their fitness to progress further up the scale.

The majority of staff employed as clinical academics below the level of consultant are employed on fixed-term contracts of 4 to 6 years, and therefore such performance thresholds are not being introduced at Oxford. However, to guard against the risk of challenge, departments are advised that a light-touch performance review should form part of the process for determining the appropriate pay scale point for any member of staff whose contract is renewed or extended beyond its original term.

MS A CROSS

AC/SJK