

PERSONNEL SERVICES

University Offices, Wellington Square, Oxford OX1 2JD
 Director of Human Resources



To: Heads and Administrators of all departments in the Medical Sciences Division

Ref. EMS/6/2

10 June 2015

cc. Head of the Medical Sciences Division, Secretary of the Medical Sciences Division, Mr Morgan, Ms Coldstream, Mrs Kinahan, Ms Morris

Salaries for clinical academic and related staff – April 2015

The 2015 salary arrangements for clinical academic and related staff have been approved on behalf of the Personnel Committee and the Planning and Resource Allocation Committee, and will be implemented at Oxford in the June 2015 payroll.

Clinical academic and related staff who were at the top of their pay spine on 31 March 2015 will receive a non-consolidated payment.

The salary scales for clinical academic and related staff remain unchanged. Additional points, distinction awards and clinical excellence awards also remain unchanged.

Circular PERS(14)10 is superseded.

1. Action required by departments

Departments are asked to familiarise themselves with the arrangements for clinical academic and related salaries for 2015 as set out in section 2 below, and put a copy of this circular on their departmental notice board.

2. Additional information

Clinical academic and related staff who were at the top of their pay spine on 31 March 2015 will receive a non-consolidated payment equivalent to either 1% or 2% of basic pay based on the following criteria:

- If the member of staff reached the top of their scale between 1 April 2014 and 31 March 2015 they will receive a 1% non-consolidated payment.
- If the member of staff reached the top of their scale on or before 31 March 2014 they will receive a 2% non-consolidated payment.

The payment will be set up as an allowance of either "Clin Pay Awd 2015 1%" or "Clin Pay Awd 2015 2%" and will be paid in monthly instalments, with effect from 1 April 2015 and ending on 31 March 2016.

The arrangements will be implemented by Payroll in the June 2015 payroll, together with a one off back payment to cover the period 1 April 2015 to 31 May 2015.



The allowance will not count for pensionable pay, nor any of the other allowances and additions to pay in the various national terms and conditions of service. They will not, for example, count in the calculation of banding payments, additional programmed activities or on call availability allowance.

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JULIAN DUXFIELD
Director of Human Resources

Replaces existing circular: PERS(14)10
Copy for notice boards: Yes

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