

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

2 June 2016

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

2016 Salary increases for clinical academic and related staff

The Personnel and Planning and Resource Allocation Committees have approved the implementation of the 2016 national pay uplift for clinical staff.

With effect from 1 April 2016 clinical academic and related salaries will increase by 1%, as will Clinical Excellence Awards, discretionary points, and distinction awards.

If a member of staff reached the top of their current salary scale on or before 31 March 2014, they will receive an additional 1% non-consolidated payment based on 2015/16 rates.

The uplift and non-consolidated payment will be implemented in the June 2016 payroll and backdated to 1 April 2016.

The revised salary scales are annexed at A and B.

Pay progression arrangements for holders of honorary consultant contracts are annexed at C and D.

Revised rates for Clinical Excellence Awards and Clinical Distinction Awards are annexed at E.

Circular PERS(15)04 is superseded.

1. Action required of departments

Departments are asked to:

- familiarise themselves with the arrangements for clinical academic and related salaries for 2016 as set out in section 2 below;
- advertise with the revised rates annexed at A and B with immediate effect;
- put a copy of this circular on their departmental notice board.

2. Additional Information

With effect from 1 April 2016 clinical academic and related salaries will increase by 1% as will Clinical Excellence Awards, discretionary points, and distinction awards.

Annexe A shows the scales for clinical academic staff (grades A62, A67, A70, A80 and A82).



Annexe B shows the scales for Oxford clinical research staff (grades E62, E64, E65, E66, E71 and E82).

The pay progression arrangements for holders of old consultant contracts who transfer to the new contract are annexed at C.

The pay progression arrangements for holders of new consultant contracts are annexed at D.

Revised rates for Clinical Excellence Awards and Clinical Distinction Awards are annexed at E.

If a member of staff reached the top of their current salary scale on or before 31 March 2014 they will receive an additional 1% non-consolidated payment based on 2015/16 rates.

The payment will be equivalent to 1% of an individual's 2015/16 basic pay and is set up as the allowance "Clinical Pay Award Cash" appearing on payslips as "Clin Pay Award". The allowance will be paid in monthly instalments, with effect from 1 April 2016 and ending on 31 March 2017.

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. It will not, for example, count in the calculation of banding payments, additional programmed activities or on call availability allowance.

The pay uplift and allowance will be implemented in the June 2016 payroll, together with a one off back payment to cover the period 1 April 2016 to 31 May 2016.

JULIAN DUXFIELD

Replaces existing circular: PERS(15)04

Copy for noticeboards: Yes

Website: <http://www.admin.ox.ac.uk/ps/staff/noticeboard/index.shtml>

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