

## PERSONNEL SERVICES

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



To: heads and administrators of all departments

Ref.EMS/6/2

For the attention of heads and administrators in the Medical Sciences  
Division

10 June 2022

cc. Professor Scream, Mr Price, Ms Lister, Ms Coldstream, Ms  
Johnson, Mr Morgan

### **2022 Salary increases for clinical academic and related staff**

*The 2022 national pay award for clinical staff below the level of consultant has been approved for implementation at Oxford. It provides for an increase of 2% to basic pay and flexible pay premia.*

*The uplift will be implemented in the June payroll and backdated to 1 April 2022.*

*The salary scales for clinical consultants and any Clinical Excellence Awards have not been uplifted. Any awards for these scales are pending communication from UCEA and will be communicated in a future circular.*

*The consultants' salaries and Clinical Excellence Awards, at their current level, are stated in the annexes for ease of reference.*

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

Departments are asked to:

- familiarise themselves with the arrangements for clinical academic and related salaries for 2022 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 2022, the basic salaries and pay premia for clinical staff below the level of consultant will increase by 2%.

There is no change to Clinical consultants' salaries or the Clinical Excellence Awards and Local Clinical Excellence Awards. Discretionary points and distinction awards also remain unchanged, pending further communication from UCEA.

Annexe A shows the scales for clinical academic staff (grades A62, A63, A67, A68, A70, A80 and A82).

Annexe B shows the scales for Oxford clinical research staff (grades E62, E63, E64, E65, E66, E71 and E82).



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

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

Rates for Clinical Excellence Awards and Clinical Distinction Awards, which currently all remain unchanged, are annexed at E.

For staff on grades A63 and E63, in accordance with the UCEA guidelines, the University pays premia for clinical academia i.e. an allowance for staff who have successfully completed a higher degree and returned to clinical training. It also pays premia for clinical specialities, to staff on grades A63 and E63 who are in hard to fill training programmes as defined by the NHS. These premia have increased by 2% and are annexed at F.

PETER BROOK  
Interim Director of Human Resources

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*Copy for noticeboards: Yes*  
*Website: <https://hr.admin.ox.ac.uk/circulars-0>*

AJWD/SJK