

HUMAN RESOURCES

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

cc: Professor Screatton, Mr Price, Ms Lister, Ms Johnson, Mr Morgan

12 May 2021

2021 Salary increases for clinical academic and related staff

The 2021 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 2021.

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 2021 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. Detail

With effect from 1 April 2021, 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 under the pre-April 2018 scheme. Local Excellence Awards under the new scheme (April 2018 to March 2021), 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.

JULIAN DUXFIELD
Director of Human Resources

AJWD/SJK

Replaces existing circular: Yes
Copy for noticeboards: Yes