

Clinical/Health Care Academics

17 July 2009

To: Heads of Institution and
HR Directors

Please also distribute to: Deans, Secretaries, HR professionals responsible for medical and dental schools, Finance Directors and Payroll Managers

Action: To implement salary increases for clinical academic staff in Scotland backdated to 1 April 2009

Attachments: Revised salary information

CLINICAL ACADEMIC STAFF SALARIES APRIL 2009 - SCOTLAND

Executive Summary

This Update provides details of the salary increases for clinical academic staff in Scotland from April 2009. Following the principle of pay parity, the increases from April 2009 are the same as those awarded to comparable NHS staff.

Background

1. The published salary scales for hospital doctors and dentists have in recent years been “translated” into clinical academic pay scales through an exchange of correspondence with the Chair of UCEA’s Clinical Academic Staff Advisory Group and the BMA, BDA and UCU.
2. The same procedure has been used this year.

Salary increase

3. The salaries of hospital doctors and dentists in Scotland have now been “translated” into the salaries of clinical academics in Scotland. As a result, the 1.5% uplift in basic salary from April 2009 set out in **Appendix 1** is recommended to institutions.
4. **Additional points and distinction awards** have been similarly increased from April 2009 by 1.5%. Details of the new rates from April 2009 are included in the appendix in **Sections 6 and 7** respectively.
5. The pay arrangements for consultant clinical academics also apply to senior academic GPs (SAGPs) offered terms and conditions comparable to the new consultant contract.
6. The appendix provides no recommendation on the salaries of Professors. These are a matter for local determination.
7. The Scottish pay circular from NHS Scotland sets out pay progression with respect to seniority in a slightly different way to the English pay circular. Seniority went up to 18+ years in 2008 and stops at 17+ in 2009. This is because all those with seniority greater

than 17 years will be on Point 8 (£100,446) as at 1 April 2009. In April 2008, those with 17 years seniority would have been on Point 7, moving to Point 8 one year later. In 2008, those with 18+ years would all have been on Point 8. The Scottish pay circular is evolving so that only the points that are needed now are shown.

2009 Increase in England, Wales and Northern Ireland

8. The April 2009 increase for clinical academics in England was notified to subscribers in UCEA Update 09:58.
9. The April 2009 increase for clinical academics in Wales and Northern Ireland is awaited and will be circulated to subscribers in due course.

JOCELYN PRUDENCE
Chief Executive

Enquiries:

Please address to Paula Shelley (p.shelley@ucea.ac.uk) or Sharron Powley (s.powley@ucea.ac.uk).

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