

UNIVERSITY OF SUSSEX

Appendix to Statement of Main Terms and Conditions of Employment for Clinical Academic Staff

Annex B - Basic Salary And Payment For Additional Programmed Activities For Clinical Academic Doctors and Dentists First Appointed To a Consultant Level Post on or After 1 February 2004

This Annex applies to all clinical academics doctors and dentists whose first appointment as an NHS consultant, whether on a substantive or honorary basis, was on or after 1 February 2004. Annex A applies to clinical academic doctors and dentists whose first appointment as an NHS consultant, whether on a substantive or honorary basis, was on or before 31 January 2004. For the purposes of determining whether this Annex, or Annex A, applies, the date of first appointment will be regarded as the date on which the post was offered¹.

Pay Uplift

1. All the rates of pay set out in this Schedule are at the rates set out in the Clinical Academic Salary Scale. The rates will be uplifted in line with the recommendations of the Clinical Academic Staff Sub Committee (CASSC) of the Joint Negotiating Committee for Higher Education Staff (JNCHES), or any successor arrangement, which translates the Government's implementation of the recommendations of the Review Body on Doctors' and Dentists' Remuneration (DDRB) for NHS consultants. The rates will be uplifted from 1 April or on such other dates as may be varied from time to time.

Basic Pay And Pay Thresholds

2. On commencement, the value of basic salary – and of payments for any additional Programmed Activities – will normally be the first of the thresholds set out in the salary table below.
3. Basic salary on commencement will be set at a higher threshold to reflect any relevant experience or time spent in training, in accordance with paragraphs 5 to 7 of Annex A.
4. Clinical academics will become eligible for additional pay thresholds at the intervals set out in the salary table below.
5. The value of pay thresholds for part-time clinical academics will be pro-rata to the levels in the salary table below, based on the number of agreed weekly Programmed Activities in the clinical academic's integrated Job Plan as a proportion of the ten minimum required Programmed Activities for full-time clinical academics.

¹ For the purposes of this Annex the date offered is the date on which an unconditional offer of employment was given.

Pay progression for consultant clinical academics first appointed as an NHS consultant on or after 1 February 2004

The annual rate for an additional Programmed Activity will be 10% of basic salary, where basic salary includes the pay thresholds and any discretionary points or local clinical excellence awards.