

The following paragraphs are a summary of the Conditions of Service for Clinical Academic staff. The full conditions are available at:

<http://www.sussex.ac.uk/humanresources/personnel/termsandconditions/clinicalacademic>

1. General

The terms of appointment of a member of staff are subject to the provisions of the Charter and Statutes of the University. They are also subject to such Ordinances and Regulations as may from time to time be made by the Senate and/or the Council.

2. Remuneration

For staff appointed at clinical academic (honorary consultant) level basic salaries have been calculated to ensure parity with consultants employed in the NHS. Starting salaries are set in consultation with the honorary employer and will include any additional 'seniority' credited to take into account relevant experience that is equivalent to consultant level. The threshold period applicable to the advancement of salary will be set out in the letter of appointment. Basic salaries and the value of any supplements will be uplifted in line with the recommendations of the Universities and Colleges Employers Association's Clinical Academic Staff Salaries Committee (CASSC). The rates will be uplifted from 1 April or on such other dates/at such other intervals as may be varied from time to time.

Salary scales are available at

<http://www.sussex.ac.uk/humanresources/personnel/salaryscalesratesofpay>

Salaries are paid on the last day of each month in arrears by bank credit transfer.

3. Probation

All those appointed are on probation for a period of five years unless the condition is exceptionally waived or modified in the letter of appointment.

4. Superannuation

Members of staff may (except in exceptional circumstances) join the national Universities Superannuation Scheme (USS) which is a contributory scheme. The University operates a salary exchange scheme for pension contributions. If you have been a contributing member of the NHS Pension Scheme within the past twelve months you will be able to continue to do so.

5. Holidays

If you are a full-time member of staff you are entitled to 30 days paid annual leave inclusive of 6 University closure days. In addition, you will receive a paid holiday on or in respect of the statutory public holidays applicable in England. If you are a part-time member of staff, you are entitled to 24 days pro-rata paid annual leave. In addition, you will receive a paid holiday on or in respect of University closure days and the statutory public holidays applicable in England on a pro rata basis.

6. Hours of work

The nature of your post is such that you are expected to work such hours as are reasonably necessary in order to fulfil your duties and responsibilities.

7. Leave

The University operates leave schemes for maternity, paternity, adoption, parental and dependants, on compassionate grounds, sickness and without salary. Further details are available on the Human Resources website.

8. Removal Expenses

A grant towards the certain expenses of removal of household effects may be made to members on moving to this area to take up an appointment lasting more than twelve months. The maximum amount payable will normally be £2,500. Further details are available on the Human Resources website.

All documents referred to can be requested from Human Resources on 01273 877769 or at Room 338 Sussex House, Falmer, Brighton BN1 9RH.