

**CLINICAL ACADEMIC STAFF HOLDING HONORARY MEDICAL AND DENTAL
CONSULTANT CONTRACTS:
SENIORITY, THRESHOLDS AND PAY PROGRESSION**

1. Both salary on commencement and eligibility for subsequent pay thresholds will depend on a clinical academic's seniority. For these purposes seniority is to be measured as the sum of the number of aggregated whole years completed as an NHS consultant and/or a clinical academic in a grade that is equivalent to consultant level, plus the point on the salary scale when first appointed to a consultant-level post (on a scale of 1 to 5), plus any additional credited seniority (in aggregated whole years) to reflect non-NHS consultant level experience and/or flexible training as appropriate.
2. Pay thresholds are awarded from the first day of the calendar month nearest the anniversary date of appointment, or transfer, to this contract.
3. All the rates of pay set out below are at 2003/04 rates. The rates will be uplifted in line with the recommendations of the Universities and Colleges Employers Association's Clinical Academic Staff Salaries Committee 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/at such other intervals as may be varied from time to time. Current rates are set out at www.intranet.birmingham.ac.uk/hr/salary-scales
4. The annual payment for one additional programmed activity a week will be 10% of the annual basic salary. Where a clinical academic holds discretionary points or a local clinical excellence award, there will be a pro rata increase in the payment for an additional programmed activity. Where a clinical academic holds a distinction award or a higher (national) clinical excellence award, the pro rata increase in the level for an additional programmed activity will be based on the maximum level of discretionary points or local clinical excellence awards, as appropriate.
5. Salaries quoted below are for full time (10 programmed activities a week). Salaries of part time staff are pro rata.

Table 1: Pay Thresholds for Clinical Academic Staff holding Honorary Consultant Contracts appointed on or after 1 February 2004

Pay threshold (salary point)	Period before eligibility for threshold	2003 value of salary point on appointment
1	N/A (normal starting salary)	£65,035
2	One year	£67,100
3	One year	£69,165
4	One year	£71,230
5	One year	£73,290
6	Five years	£78,195
7	Five years	£83,100
8	Five years	£88,000

Table 2 Pay Thresholds for Clinical Academic Staff holding Honorary Consultant Contracts and transferring to this Contract on or before 31 January 2004

Seniority (in years) on transfer to new contract	Salary point on transfer	2003 value of salary point on transfer	Number of complete years' service required after transfer date before eligibility for next pay threshold (since previous threshold)	Next pay threshold (salary point)	2003 value of salary point on award of threshold
30+	6	£78,195	One year One year	7 8	£83,100 £88,000
21-29	5	£73,290	One year One year One year	6 7 8	£78,195 £83,100 £88,000
20	5	£73,290	One year Two years One year	6 7 8	£78,195 £83,100 £88,000
19	5	£73,290	One year Two years Two years	6 7 8	£78,195 £83,100 £88,000
18	5	£73,290	Two years One year Two years	6 7 8	£78,195 £83,100 £88,000
17	5	£73,290	Two years Two years Two years	6 7 8	£78,195 £83,100 £88,000
16	5	£73,290	Three years One year Three years	6 7 8	£78,195 £83,100 £88,000
15	5	£73,290	Three years One year Four years	6 7 8	£78,195 £83,100 £88,000
14	5	£73,290	Three years Two years Four years	6 7 8	£78,195 £83,100 £88,000
13	5	£73,290	Three years Two years Five years	6 7 8	£78,195 £83,100 £88,000
12	5	£73,290	Three years Three years Five years	6 7 8	£78,195 £83,100 £88,000
11	5	£73,290	Four years Three years Five years	6 7 8	£78,195 £83,100 £88,000
10	5	£73,290	Four years Four years Five years	6 7 8	£78,195 £83,100 £88,000
9	5	£73,290	Four years Five years Five years	6 7 8	£78,195 £83,100 £88,000

Seniority (in years) on transfer to new contract	Salary point on transfer	2003 value of salary point on transfer	Number of complete years' service required after transfer date before eligibility for next pay threshold (since previous threshold)	Next pay threshold (salary point)	2003 value of salary point on award of threshold
8	5	£73,290	Five years Five years Five years	6 7 8	£78,195 £83,100 £88,000
7	5	£73,290	Five years Five years Five years	6 7 8	£78,195 £83,100 £88,000
6	4a	£72,260	One year Four years Five years Five years	5 6 7 8	£73,290 £78,195 £83,100 £88,000
5	4	£71,230	One year One year Four years Five years Five years	4a* 5 6 7 8	£72,260 £73,290 £78,195 £83,100 £88,000
4	1c	£66,585	One year One year One year Three years Five years Five years	3 4 5 6 7 8	£69,165 £71,230 £73,290 £78,195 £83,100 £88,000
3	1b	£66,065	One year One year One year Four years Five years Five years	2a* 4 5 6 7 8	£68,130 £71,230 £73,290 £78,195 £83,100 £88,000
2	1a	£65,550	One year One year One year Five years Five years Five years	2 4 5 6 7 8	£67,100 £71,230 £73,290 £78,195 £83,100 £88,000
1	1	£65,035	One year One year One year One year Five years Five years Five years	1b* 3 4 5 6 7 8	£66,065 £69,165 £71,230 £73,290 £78,195 £83,100 £88,000

* For clinical academics with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes.

Approved by Council 21/9/05