

Clinical Academics



6 March 2024

Clinical academics Revised new consultant pay structure for England

This Update covers the following policy topic: *Clinical Academics*

To: Heads of Institution, HR Directors and all recipients of Clinical Academics Updates

Please distribute to: Deans, Registrars, HR professionals responsible for Medical and Dental Schools, Finance Directors and Payroll Managers

Executive summary

- In November a new consultant pay structure was offered, which was rejected by consultants.
- A revised new offer has now been made, which is being recommended by the BMA and HCSA to their members.
- The new offer builds on the November offer by including an uplift to the pay point value for Years of Experience 4 to 7 (which had previously been held at the current salary level).
- Unfortunately, the revised offer does not have any funding for the HE sector.
- UCEA continues to work with the DHSC and DfE, and sector agencies, to lobby for specific funding for HEIs.
- HEIs have provided cost modelling data to UCEA, which has been extremely helpful in gaining traction with the DfE. However, this data will need to be updated in light of the revised new structure.

Action for Members

- Review the new offer and await further communication from UCEA on the data required for revised cost modelling.

Introduction

As outlined in [UCEA23:056](#), the Department of Health and Social Care (DHSC) and NHS Employers made an offer of a new pay structure for consultants in England, with the aim of ending an industrial dispute. There has been no change to the consultant pay structure since 2003. The offer was intended to be backdated to January 2024; however, members of the BMA and HCSA rejected it earlier this year. Since then, the parties have continued negotiations and a revised offer has now been made.

New offer

The new offer builds on the November offer with the following elements:

- There is an uplift the pay point value for Years of Experience 4 to 7 by 2.85%. In the previous offer, there had been no uplift to these pay points.
- The effective date for pay structure reform has been altered to 1 March 2024 (from 1 January 2024).

- Further funding for pay structure reform will be released through the attrition of consolidated Local Clinical Excellence Awards (CEAs).

As HEIs do not pay for Local CEAs as they are an NHS award for clinical work; there will be no cost savings for HEIs to fund the new pay structure.

There is an illustration of the November offer, with the additional new offer elements, on the [BMA website](#). The full details of the offer are attached to this Update in an Appendix.

The pay rises associated with the new structure are in addition to the 6% pay uplift already received for 2023-34, and there will still be an NHS cost of living pay review for doctors in 2024.

Legal advice

The HE sector has long maintained a position of pay parity with the NHS, in order to attract and retain doctors and dentists to a career in academic medicine and dentistry. Whilst clinical academics are not on the NHS consultant contract, their substantive HE contracts are based on terms from the NHS consultant contract.

UCEA has taken legal advice to determine whether HEIs would be required to implement changes to the NHS consultant pay structure. The advice we have received has been very clear that clinical academics would be entitled to the new pay structure.

Next steps

Both the BMA and the HCSA will conduct a consultative e-ballot of their respective members, on the offer, running from 14 March to 3 April 2024. We will update members on the outcome.

In the meantime, UCEA will continue to lobby the DfE regarding funding for HEIs to implement the offer. The DfE is already clear that it will require revised cost modelling data, based on the new offer. We will therefore confirm DfE's requirements and then contact HEIs in the near future to request updated data.

Enquiries

If you have any queries about this Update please contact Roshan Israni, Deputy Chief Executive, at r.israni@ucea.ac.uk

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