

Trust Board Report

Meeting Date:	28 th January 2013
Title:	Review of Clinical Excellence and Distinction Awards
Executive Summary:	To provide update on review of the local and national awards scheme.
Action Requested:	To note the contents of the report.
Report of:	Director of HR
Author: Contact Details:	Denise Harnin Denise.Harnin1@nhs.net
Resource Implications:	
Public or Private: (with reasons if private)	Public
References: (eg from/to other committees)	
Appendices/ References/ Background Reading	
NHS Constitution: (How it impacts on any decision-making)	<p>In determining this matter, the Board should have regard to the Core principles contained in the Constitution of:</p> <ul style="list-style-type: none"> ✦ Equality of treatment and access to services ✦ High standards of excellence and professionalism ✦ Service user preferences ✦ Cross community working ✦ Best Value ✦ Accountability through local influence and scrutiny

Clinical Excellence Awards Scheme (CEA)

The Doctors' and Dentists' Review Body (DDRB) report into Consultants clinical excellence and distinction awards (CEAs) recommends substantial changes to the CEA system to reward current performance and to focus on outstanding contributions to patient care. It also proposes changes to the consultant payscale which would link consultant pay progression to performance rather than time served.

NHS Employers will work with the BMA and others to explore whether a scheme can be devised that provides organisations with the flexibility to reward Consultants in a way that is integrated into local systems and needs.

Key recommendations on CEAs:

- A system of local awards worth up to £35,000, paid to approx. 25% of consultants.
- A system of national awards worth up to £40,000, paid to approx. 10% of consultants.
- Local and national awards could be held simultaneously.
- Local awards should be one-off annual lump sum payments.
- National awards should be held for an absolute maximum of five years.
- New awards should be non-pensionable and existing awards should be non-pensionable for future service.

Further report to be made as details emerge.

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