

**By:** Gary Cooke – Cabinet Member for Corporate and Democratic Services  
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**To:** Personnel Committee

**Date:** 6 June 2013

**Subject:** Salary bands for Public Health Consultants

**Classification:** Unrestricted

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**SUMMARY:** For information. This paper provides information to Personnel Committee on the NHS salary bands for Public Health Consultant posts in comparison to Kent Scheme pay bands for senior KCC staff.

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## **1. BACKGROUND**

- 1.1 In March 2013, Personnel Committee considered a report on terms and conditions for Public Health Specialist and Professional posts.
- 1.2 Whilst the recommendations of the report were approved, Personnel Committee determined that further information on Pay would be provided for the next meeting.

## **2. SALARIES FOR PUBLIC HEALTH MEDICAL STAFF**

- 2.1 Public Health Consultants who have qualified through a medical graduate route are paid on the NHS Public Health Doctors scale. The range for this starts at £75,249 and increases to £101,451. Salary is determined in relation to the number of years in post as per the table below.

<b>Years completed as a consultant</b>	<b>Pay threshold</b>	<b>Basic salary (2013/14 rates)</b>
0	1	£75,249
1	2	£77,605
2	3	£79,961
3	4	£82,318
4	5	£84,667
9	6	£90,263
14	7	£95,860
19	8	£101,451

- 2.2 In addition to basic pay, Consultants on Medical Pay scales can apply, and be assessed for, Clinical Excellence Awards. Local Committees can award Levels 1 to 9 which range from £2,957 to £35,484 per annum. There are also national awards from Level 9 up to Level 12 which is £75,796 per annum. National awards are made very exceptionally and most local awards would be at Levels 1 and 2.

### **3. AGENDA FOR CHANGE PAY BANDS**

- 3.1 Public Health Consultants who are qualified through a portfolio route will be on Agenda for Change (AfC) pay scale 8d. This runs from £65,922 up to £81,618.
- 3.2 For further information, both the medical graduate and portfolio routes to qualification as a Public Health Consultant are shown at Appendix A.

### **4. SALARIES FOR SENIOR KENT SCHEME STAFF**

- 4.1 Most senior staff within KCC are paid on Kent Scheme pay bands. There are some exceptions to this, most notably Soulbury national pay rates for Senior Educational Improvement Advisors who are generally recruited from School Senior Leadership team posts, including former Headteachers.
- 4.2 Appendix B shows a comparison of the basic pay for Public Health Consultants and pay bands for Heads of Service and Directors within KCC on Kent Scheme pay.

### **5. PUBLICATION OF SENIOR SALARIES**

- 5.1 Personnel Committee will be aware that a list of job titles is published online of those KCC staff earning in excess of £58,200. These are listed with salaries shown in £5,000 bands. The list for May 2013 will be published in July and will include the six current Public Health Consultants. They will be shown within the bands from £63,200 to £88,200 which includes allowances.

### **6. PAY PROGRESSION**

- 6.1 Consultants on Doctors pay scales are eligible for progression on the anniversary of their appointment but beyond four years in post, eligibility for the next pay threshold is every five years. Progression is subject to an annual job plan review and meeting their personal objectives.
- 6.2 Progression on Agenda for change pay scales is through annual increments. Appraisal objectives are underpinned by a new national set of agreed principles and criteria introduced in April 2013. Incremental progression from April 2014 will be subject to employee performance against appraisal objectives. The top two points on the Consultant Pay band are annually earned.

## **7. RECOMMENDATIONS**

- 7.1 Personnel Committee is invited to note the information provided on pay bands and progression for Public Health Consultant posts.

Background papers: Personnel Committee Report, March 2013, agenda item 4.

<https://democracy.kent.gov.uk/documents/g5169/Public%20reports%20pack%2019th-Mar-2013%2014.30%20Personnel%20Committee.pdf?T=10>

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# Professional groups and career pathways in public health

