

**ADVANCE LETTER (SP) 2/2002**

Chief Executives/Directors of:-

Strategic Health Authorities  
Special Health Authorities  
NHS Trusts  
Dental Practice Board  
Public Health Laboratory Service Board

Department of Health  
Quarry House  
Quarry Hill  
Leeds LS2 7UE

Tel 0113 254 5000

Regional Directors (for information)

9 May 2002

Dear Colleague

**CLINICAL SCIENTISTS AND HOSPITAL OPTOMETRISTS**

- A. INCREASES TO NATIONAL SALARY SCALES FOR 2002/03**
- B. ADJUSTMENT TO GRADE A SCALE**
- C. INCREASES TO LONDON ALLOWANCES**
- D. REMOVAL OF EXCLUSION OF GRADE C FROM THE “PAYMENT FOR UNSOCIAL HOURS OF WORK” AGREEMENT**
- E. USE OF PAY FLEXIBILITIES**
- F. CONTINUING PROFESSIONAL DEVELOPMENT**

1. I am writing to inform you that the Management Side of the Scientific and Professional Staffs Whitley Council and representatives of Clinical Scientists and Hospital Optometrists have reached agreement on the issues listed above.

2. The details of the agreements are set out below.

**A. INCREASES TO NATIONAL SALARY SCALES FOR 2002/03**

3. With effect from 1 April 2002, national salary scales for Clinical Scientists and Hospital Optometrists will be increased by 3.6% or £400 whichever is the greater.

4. Revised salary scales are set out in Appendices A and B attached to this letter

**B. ADJUSTMENT TO GRADE A SCALE**

5. The bottom point (point 00) of grade A for Clinical Scientists and Hospital Optometrists is removed with effect from 1 April 2002. Existing staff on that point should be assimilated to point 01 of the spine with effect from 1 April 2002, retaining their existing incremental date. Point 01 is the new minimum point of the grade A scale for Clinical Scientists and Hospital Optometrists.

**C. INCREASES TO LONDON ALLOWANCES**

6. London Allowances will be increased by 3.6% with effect from 1 April 2002. The revised rates are set out in Appendix C attached to this letter.

**D. REMOVAL OF EXCLUSION OF GRADE C FROM THE “PAYMENT FOR UNSOCIAL HOURS OF WORK”**

7. Grade C Clinical Scientists are no longer excluded from the above enabling agreement introduced in Appendix E of Advance Letter (SP)2/91. The revised agreement is attached at Appendix D.

**E. USE OF PAY FLEXIBILITIES**

8. Employers are reminded of the pay flexibilities provided by existing agreements for Clinical Scientists and Hospital Optometrists and the wide ranging opportunities these provide to take account of local circumstances in determining pay. If there are problems recruiting and/or retaining staff for instance, employers may find it helpful to be reminded of the following specific agreements:-

- (i) where there are local difficulties recruiting or retaining staff, employers are encouraged to make local pay supplements of up to 20% (30% in the former four Thames NHS regions) (appendix C of Advance Letter (SP) 5/90);
- (ii) employers should be alert to the need to reassess work and change the three point personal pay scales where the work of the postholder has evolved or changed. The structure offers an opportunity for regular adjustments of staffing as working patterns change and as the supply of Clinical Scientists and Hospital Optometrists alters. If necessary employers should seek the assistance of assessors (Advance Letter (SP)1/90 and Advance Letter (OP)1/90);
- (iii) Employers have freedom to appoint to any point of the pay scale and should take account of the candidate's experience and local factors in determining the appropriate incremental point on appointment.

**F. CONTINUING PROFESSIONAL DEVELOPMENT**

9. Employers are again reminded of the need to ensure that appropriate arrangements are made available for Clinical Scientists and Optometrists to receive adequate training and professional development to meet the growing scientific needs of the service.

**APPROVAL**

10. Employers should implement these agreements, which have been approved by the Secretary of State. A copy of the formal approval is attached.

## **ACTION**

11. Employers, including NHS Trusts, who employ staff on national contractual arrangements should:-
  - i ensure that the necessary arrangements are made as soon as possible to pay the national salaries effective from 1 April 2002;
  - ii notify NHS Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

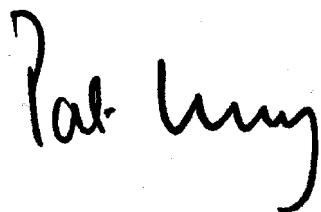
## **ENQUIRIES**

12. Employers should direct enquiries about the content of this letter to the NHS Pay Policy Branch of the Human Resources Directorate of the NHS Executive (contact point: [Norma.Bateson@doh.gsi.gov.uk](mailto:Norma.Bateson@doh.gsi.gov.uk), telephone 0113 254 5728.
13. **Employees should direct their personal enquiries to their employer.**

## **FURTHER COPIES**

14. Copies of this letter can be obtained from the Department of Health web site at [www.doh.gov.uk/publications/coinh.html](http://www.doh.gov.uk/publications/coinh.html) or from the Department of Health, PO Box 777, London, SE1 6XH, Fax 01623 724 524, Email [doh@prologistics.co.uk](mailto:doh@prologistics.co.uk), or by telephoning the NHS Response Line on 08701 555 455.
15. Copies of previous Advance Letters from 1995 may also be obtained from the Department of Health website at the address above.

Yours faithfully

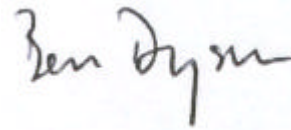


PAT URRY  
DEPUTY HEAD OF NHS PAY BRANCH

**ADVANCE LETTER (SP) 2/2002**

The Secretary of State for Health in exercise of powers conferred by Regulation 2 and Regulation 3 of the National Health Service (Remuneration and Conditions of Service) Regulations 1991 (SI 1991 No. 481) and paragraph 11 of Schedule 3 of the National Health Service Act 1977 hereby approves the agreements of the Scientific and Professional Staffs Whitley Council as set out in Advance Letter (SP) 2/2002 and its appendices.

Signed by the authority of the  
Secretary of State for Health

A handwritten signature in black ink, appearing to read "Ben Dyson". The signature is written in a cursive style with a large initial 'B' and 'D'.

9 May 2002

**BEN DYSON**  
Head of NHS Pay Branch

## APPENDIX A

### CLINICAL SCIENTISTS SALARIES WITH EFFECT FROM 1 APRIL 2002

Spine Point	£ pa		£ pa		£ pa		£ pa
01	15,793		G 15,793				
02	16,424		R 16,424				
03	17,078		A 17,078				
04	17,761		D 17,761				
05	18,473		E 18,473				
06	19,215		19,215				
07	19,978		A 19,978				
08	20,781			G 20,781			
09	21,610			R 21,610			
10	22,474			A 22,474			
11	23,374			D 23,374			
12	24,308			E 24,308			
13	25,282			25,282			
14	26,293			B 26,293	Individual posts in Grade B		
15	27,342			27,342	will be assigned a personal		
16	28,438			28,438	payscale of three consecutive		
17	29,576			29,576	points within the range 08 to		
18	30,756			30,756	24 on the spine		
19	31,989			31,989			
20	33,269			33,269			
21	34,599			34,599			
22	35,982			35,982			
23	37,421			37,421		G 37,421	
24	38,919			38,919		R 38,919	
25	40,475					A 40,475	
26	42,095					D 42,095	
27	43,780					E 43,780	
28	45,531					45,531	
29	47,349					C 47,349	
30	49,245					49,245	
31	51,215					51,215	
32	53,265					*53,265	
33	55,396					*55,396	
34	57,611					*57,611	
35	59,918					*59,918	
36	62,312					*62,312	

Spine points marked \* are for use only when salary scales have been advanced in accordance with paragraph 9.3 in Appendix B of Advance Letter (SP) 1/90. Pay rates should be applied pro rata to sessional staff under Appendix D to Advance Letter (SP) 2/84.



## APPENDIX C

### CLINICAL SCIENTISTS AND HOSPITAL OPTOMETRISTS LONDON ALLOWANCES WITH EFFECT FROM 1 APRIL 2002

ZONE	£ pa
Inner London	2,592
Outer London	1,542
Extra-Territorially Managed	866
Fringe	243
Resident Staff	542 (Inner and Outer London)
	240 (Extra-Territorially Managed)
	62 (Fringe)

Details of each zone and the provisions governing payment of these allowances are set out in Section 56 of the General Whitley Council Handbook.

## APPENDIX D

### PAYMENT FOR UNSOCIAL HOURS OF WORK

If a clinical scientist is required to be available outside normal working hours in order to provide a scientific service, the employing authority may make appropriate arrangements to provide staffing for that service including a payment or time off in lieu to the staff concerned.

(This agreement replaces the agreement set out in Appendix E of Advance Letter (SP)2/91)