

Medical Officer: Version 16B

General Notes
 1. All levels - total package for all levels - 70/30% pension split
 2. Accelerated grade progression, based on performance, provided for certain grades attached to posts.
 3. Accelerated pay progression in the certain grades based on performance - 1st accelerated pay progression based on 2009/10 performance cycle
 4. No recognition of experience in year 1
 5. Revised remuneration structure phased-in over year 1 and 2

Year 1 Medical Practitioner Yr 1		Scales to replace		Year 2 Medical Practitioner	
Grade 1	332016			Grade 1	368484
	342051				379620
	352389				391095
	363039				402915
	374010				415095
Grade 2	385314			Grade 2	427,641
	396960				440,565
	408960				453,882
	421320				467,598
	434055				481,731
Grade 3	447,174			Grade 3	503,736
	453,882				511,293
	460,689				518,961
	467,598				526,746
	474,612				534,648
	481,731				542,667
	488,958				550,806
	496,293				559,068
	503,736				567,453
	511,293				575,964
	518,961				584,604
	526,746				593,373
					602,274

Year 1 Clinical Manager (Medical)		App: 6 yr		Year 2 Clinical Manager (Medical)	
Grade 1	474,612			Grade 1	542,667
	481,731				550,806
	488,958				559,068
	496,293				567,453
	503,736				575,964
	511,293				584,604
	518,961				593,373
	526,746				602,274
Grade 2	542,667			Grade 2	620,478
	550,806				629,784
	559,068				639,231
	567,453				648,819
	575,964				658,551
	584,604				668,430
	593,373				678,456
	602,274				688,632

Accelerated grade progression
 Grade 1 to 2
 Normal Performance - 8 yrs
 Above average performance - 5 years
Accelerated pay progression
 Grade 2
 2 Notches per annum for top performers, provided an assessment of at least above average - limited to max of 20% of employees on this Grade per year

Accelerated grade progression
 Grade 1 to 2
 Normal Performance - 5 yrs
 Above average performance - 3 years
 Grade 2 to 3
 Normal Performance - 5 yrs
 Above average performance - 3 years
Accelerated pay progression
 Grade 3
 2 Notches per annum for top performers, provided an assessment of at least above average - limited to max of 20% of employees on this Grade per year