

## **Summary paper: Medical and dental pay scales for junior doctors**

The Royal Marsden has a strong reputation for cancer research and is regarded as one of the top cancer research centres in the world. Central to preserving our reputation and funding for research is maintaining a pipeline of high quality researchers. Clinical research fellows support the delivery of our sponsored and hosted portfolio, and represent that talent pipeline and are the future generation of researchers and potential consultants.

The Royal Marsden substantively employs circa 53 clinical research fellows across the clinical research directorate. These posts are defined as a non-consultant grade doctor who sits in a designated research post within the clinical research directorate. These clinical research fellows are separate to those employed by our academic partner.

Following changes in 2016 to national terms and conditions for NHS pay for junior doctors, issued by Health Education England, there was a discrepancy between the pay grades for clinical research fellows (and Trust grade fellows). Prior to these changes, all junior doctors (those in training posts, clinical research fellow posts, and Trust grade fellow posts) were paid on the 2002 terms and conditions (including pay scales). After the implementation of these changes, those in training posts were paid on the 2016 terms and conditions (including pay scales) unless on pay protection, whereas clinical research fellows remained on the 2002 terms and conditions (including pay scales).

The initial intention of DHSC was to steer doctors back into training, but this has had unintended consequences of dis-incentivising a move into research at The Royal Marsden. The 2016 pay scales have a higher base salary with reduced on-call / out-of-hours payments, whereas the 2002 pay scales have a lower base salary with higher on-call / out-of-hours payments. Most clinical research fellow posts have limited scope to undertake on-call / out-of-hours, and so the 2016 pay scales are more attractive to clinical research fellows.

Junior doctors in training are often actively encouraged to go into research by their Training Programme Directors. This occurs usually in year three or four of their training, as it is good for their continued professional development and progression towards being a consultant. However, this meant that when a junior doctor on the 2016 contract left a designated training post and entered a clinical research fellow post, they experienced a significant loss of income during their Out Of Programme Research (OOPR). This disparity in pay between those on the 2002 vs. 2016 contract made research posts less attractive and more difficult to recruit to.

R&D presented the issue to the Clinical Research Executive and worked with HR at The Royal Marsden to scope the issue and understand options. In September 2019 the Executive Board approved a recommendation to adopt the 2016 pay scales for clinical research fellows (and Trust grade fellows) in order to keep research and service provision posts attractive. It acknowledged that this change made our posts as attractive as many academic institutions (who tend to pay on the 2016 pay scales) and more attractive than other NHS Trusts (who tend to pay on the 2002 pay scales).

The changes to pay were to be prospective, and implemented from 1 November 2019. No arrears payments were made.

Date: 12 December 2019

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