

# A NEW REWARD SYSTEM FOR NHS CONSULTANTS

There is a great opportunity for employers and consultants to work together to design a system for incentivising 50,000 consultants to lead improvements in medicine and care.

The current local clinical excellence award (LCEA) system doesn't work. It exacerbates inequalities for women, BME colleagues and those who work part time. Workforce confidence in the system is declining, and applications have been dropping for some time.

We want to hear from NHS leaders to help us design a new attractive and effective system of reward for consultants. Find out more and share your ideas on our [website](#).

## £160 Million

is available every year to reward and incentivise consultants in England

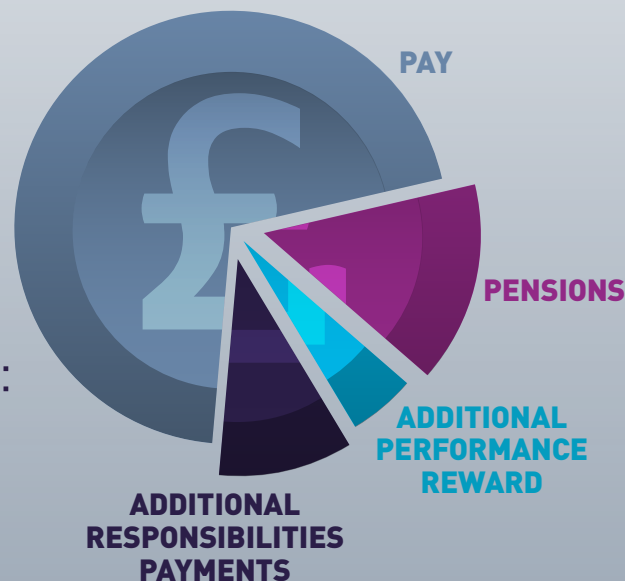
## £316,000

Annual funding pot available to a trust that employs 100 consultants

## £1.5 Million

Annual funding pot available to a trust that employs 500 consultants

In England, the NHS consultants' reward offer is made up of:



## What are the priorities you need to deliver in your organisation?



Leadership



Safe staffing levels



Organisational culture



Consistent incident reporting



Compassionate care



Learning lessons



How can we **think differently** to support the medical leaders of the NHS to contribute to team, division, trust, and NHS system goals through their own individual objectives?

## Employers and doctors want a new system that:

- values **individual contributions**
- demonstrates **transparency**
- drives **fairness and equity** for female doctors, BME doctors, those who work part time
- is **flexible and adaptable**
- is **simple and clear**

## Could the process look like this?



As well as financial reward, could other time limited benefits of equivalent value be offered? **enhanced study leave, additional SPA time, additional annual leave, sabbaticals, others**