

LCEA financial tool 2022-2023

Employer guide to using the
spreadsheet

The spreadsheet will help employers:

- ensure minimum level funds for investment in LCEAs 2022/2023 have been allocated
- develop the financial element for the year-end report.

All green cells require employer updates.

Hover your mouse cursor over the cells containing the red triangle for additional information.

Turquoise cells hold set values e.g., the minimum amount per eligible FTE.

Note:

Any net underspends identified from the 2021/2022 round should be rectified during the 2022/2023 award round.

We will provide an updated version covering the period beyond 2022/2023 in due course.

We have a range of supporting guidance that should be considered alongside the LCEA financial tool to add understanding.

Sections 1, 2 and 3

Local CEA Financial Monitoring Status: 2022-23 Award Round

1. Determine the number of eligible consultants (full-time equivalent) as at 1 April 2022 See notes below (no.1). 0

2. Multiply the number of eligible consultants (full-time equivalent) by £7,900
Minimum amount per eligible FTE See notes below (no.2). £7,900

Number of eligible consultants (full-time equivalent) multiplied by	Value of Awards	£0
£7,900	Including ENIC costs	£0

3. Add any funds that need to be carried over from 2021-22 See notes below (no.3).

Funds to be carried over	Value of Awards	£0
	Including ENIC costs	£0

'Eligible consultants' are those who are substantively employed with at least one year's service at the consultant level and who do not hold a NCEA or a distinction award. Schedule 30 applies only to consultants who are employed under the 2003 Terms and Conditions – Consultants (England) 2003 (2003 TCS) and therefore agency locum consultants, those employed on contracts that pre-date the 2003 TCS or those on locally varied contracts should not be included in the calculation of the minimum investment amount. The minimum amount invested in the LCEA fund is based on eligible full-time equivalent (FTE) consultants. This figure can be calculated using ESR.

Any net underspends identified from the 2021/2022 round should be rectified during the 2022/2023 award round.

Note 1

Eligible consultants include consultants employed under the Terms and Conditions – Consultants (England) 2003 as amended as at 1 April of the award round on a full-time equivalent basis.

Employers may deem other consultants eligible such as clinical academics or those on pre-2003 contracts, but these will not be covered by minimum investment funding allocation so additional funds would need to be provided by the employer. They should have at least one year's experience and should not hold, a national award, or a distinction award.

Note 2

The level of required investment will be subject to uplift in line with recommendations made by the Doctors' and Dentists' Review Body (DDRB) that are implemented by the Department of Health and Social Care (DHSC).

Note 3

The provisions regarding LCEAs awarded from 1 April 2022 state that they must be "paid annually" and therefore should not be rolled over. However, we understand that there may be some circumstances when this is not feasible.

4. Take account of pre-interim period existing LCEAs as at 1 April 2022 Prior to 2022-23 reviews

Level	Award Value	FTE	Number of APAs worked	Total award value £s	Total APA value £s	Total (including APAs) £s
Level 1	£3,016	0.0	0	£0	£0	£0
Level 2	£6,032	0.0	0	£0	£0	£0
Level 3	£9,048	0.0	0	£0	£0	£0
Level 4	£12,064	0.0	0	£0	£0	£0
Level 5	£15,080	0.0	0	£0	£0	£0
Level 6	£18,096	0.0	0	£0	£0	£0
Level 7	£24,128	0.0	0	£0	£0	£0
Level 8	£30,160	0.0	0	£0	£0	£0
Level 9	£36,192	0.0	0	£0	£0	£0
Continued payment of existing LCEAs Total		0.0	0	£0	£0	£0

Funds released as an outcome of the review of pre-interim period existing LCEAs		£0	£0	£0
Difference	Value of Awards (with APA element as appropriate)	£0	£0	£0
Difference including APA element	Including ENIC, EPC costs	£0	£0	£0

For Pre-2018 LCEA, the first review will take place five years after the date of the award of a consultant’s last Pre-2018 LCEA point.

In this box the value that is added comes from any pre-interim awards that are included in the table above that have been reviewed and as an outcome have had released funds.

Additional programmed activities (APAs)
 The annual rate for an APAs will be 10 per cent of basic salary, where basic salary includes the pay thresholds and any local clinical excellence awards held as of 31 March 2018. This will not apply to local clinical excellence award points received on or after 1 April 2018

Note 4
 For existing LCEA holders, the first review will take place five years after the date of the award of a consultant’s last existing LCEA point (but no earlier than 1 April 2022). Following this initial review, subsequent review dates may be less than five years. This also applies to NCEA holders who have reverted to an existing LCEA.

Section 5

5. Take account of National Clinical Impact Awards outcomes as at 1 April 2022

Level	Award Value	FTE	Number of APAs worked	Total award value £s	Total APA value £s	Total (including APAs) £s
Consultants whose existing National Clinical Excellence Awards have reverted at point 7	£24,128	0.0	0	£0	£0	£0
Consultants whose existing National Clinical Excellence Awards have reverted at point 8	£30,160	0.0	0	£0	£0	£0
Total Value of Awards		0.0	0	£0	£0	£0

National CEA Reversion costs as at 1 April 2022	Value of Awards (with APA element as appropriate)	£0	£0	£0
	Including ENIC, EPC costs	£0	£0	£0

APAs

The annual rate for an additional programmed activity will be 10 per cent of basic salary, where basic salary includes the pay thresholds and any local clinical excellence awards held as of 31 March 2018. This will not apply to local clinical excellence award points received on or after 1 April 2018.

Note 5

Notifications of reversions will be confirmed by the Advisory Committee on Clinical Impact Awards (ACCIA) to employers during January.

Section 6

6. Deduct the cost of any time limited awards that remain in payment from the interim period as at 1 April 2022

Multi-year awards from the interim period as at 1 April 2022	Value of Awards	£0
	Including ENIC costs	£0
Investment available for LCEAs in 2022-23	Value of Awards	£0
	Including ENIC and EPC costs	£0

Note 7

It is most likely that multi-year awards will have ceased at this point, following two years of applying an equal distribution approach to spend the minimum investment funds.