

NHS Clinical Excellence Awards

Distinction awards have long been a component of NHS remuneration, but the current system for consultants, Clinical Excellence Awards, was introduced in 2003. Awards are to recognise NHS consultants and academic GPs who perform “over and above the standard expected of their role”¹.

There are 12 levels of Clinical Excellence Award, with the highest three levels assessed nationally and the remainder “Employer Based.” The value of the awards range from £2,957 (level one) to £75,796 (platinum/level 12).

As of July 2015, there were 17,213² award holders in England from a consultant population of 40,443 meaning 43 per cent of consultants held an award.

This research compares the number and level of awards made to consultants employed by trusts given “outstanding” and “good” ratings by the Care Quality Commission in 2014 with the number and level of awards given to consultants at trusts deemed “inadequate.”

The key findings of the research are

- A new award was made for every 8.2 consultants at “outstanding” trusts compared with one in every 8.1 consultants at “inadequate” trusts, making new awards marginally more common in “inadequate trusts.”
- A new award was made for every 6.1 consultants at the “outstanding” **Salford Royal** NHS Foundation Trust, but a new award was made for every 3.5 consultants at the “inadequate” **Morecambe Bay** NHS Foundation Trust.
- The value of new awards given to consultants at “inadequate” trusts was **£974,930**
- **Colchester Hospital University NHS Foundation Trust** did not run the awards in 2014, stating that “As the Trust is in special measures with intense scrutiny the Board felt it would be inappropriate to proceed with applications for 2014.” No other “inadequate” trusts did the same.

Table 1: Clinical Excellence Awards by trust rating

Rating	New awards	Consultants	Consultants per new award
Outstanding	94	774	8.2
Good	463	3,225	7.0
Inadequate	279	2,261	8.1

¹ <https://www.gov.uk/government/publications/clinical-excellence-awards-successful-candidates-2014>

²

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/456325/ACCEA_Annual_Report_2014.pdf#page=22



Table 2: Clinical Excellence Awards by trust

Trust	Rating	New awards	Consultants per new award	Value of new awards (£)	Notes
Frimley Health NHS Foundation Trust	Outstanding	33	12.2	128,932*	
Salford Royal NHS Foundation Trust	Outstanding	61	6.1	238,329*	
Aintree University Hospital NHS Foundation Trust	Good	28	7.6	91,667	
Ashford and St. Peter's Hospitals NHS Foundation Trust	Good	25	7.9	73,925	20 consultants
Basildon and Thurrock University Hospitals NHS Foundation Trust	Good	29	6.1	106,452	
Cambridgeshire Community Services NHS Trust	Good	6	7.0	20,699	
City Hospitals Sunderland NHS Foundation Trust	Good	30	8.8	117,211*	20 consultants. 29 average awards
Derby Hospitals NHS Foundation Trust	Good	49	7.1	191,444*	41 consultants
George Eliot Hospital NHS Trust	Good	11	7.3	42,977*	
Homerton University Hospital NHS Foundation Trust	Good	20	7.5	78,141*	66 consultants listed
Ipswich Hospital NHS Trust	Good	7	29.4	32,418	One renewal - value not provided
Kent Community Health NHS Trust	Good	1	17.0	2,957	
Norfolk Community Health and Care NHS Trust	Good	0	0.0	n/a	"Did not run the process in 2014"
Oxford University Hospitals NHS Foundation Trust	Good	109	5.8	425,866*	



Trust	Rating	New awards	Consultants per new award	Value of new awards (£)	Notes
Peterborough and Stamford Hospitals NHS Foundation Trust	Good	25	7.8	76,775	Data for 22 awards provided. Weighted average used for remaining 3
Royal Surrey County Hospital NHS Foundation Trust	Good	20	10.5	62,097	2 level 9 awards renewed
St George's University Hospitals NHS Foundation Trust	Good	44	n/a	171,909*	
Surrey and Sussex Healthcare NHS Trust	Good	39	4.4	133,065	
Sussex Community NHS Trust	Good	5	5.8	17,742	
Liverpool Women's NHS Foundation Trust	Good	28	2.0	26,613	
Papworth Hospital NHS Foundation Trust	Good	13	7.3	35,484	11 local, 2 national. Cost is only for local awards.
Sheffield Children's NHS Foundation Trust	Good	18	7.5	53,226	
Barts Health NHS Trust	Inadequate	80	8.9	312,562*	7 national awards - 2 renewed, 5 new
Cambridge University Hospitals NHS Foundation Trust	Inadequate	79	6.2	248,388	
Colchester Hospital University NHS Foundation Trust	Inadequate	0	0.0	n/a	As the Trust is in special measures with intense scrutiny the Board felt it would be inappropriate to proceed with applications for 2014
East Kent Hospitals University NHS Foundation Trust	Inadequate	Response unusable	n/a	n/a	
East Sussex Healthcare NHS Trust	Inadequate	24	8.6	79,839	24 points awarded to 22 consultants
Medway NHS Foundation Trust	Inadequate	0	0.0	n/a	



Trust	Rating	New awards	Consultants per new award	Value of new awards (£)	Notes
University Hospitals of Morecambe Bay NHS Foundation Trust	Inadequate	57	3.5	195,162	
West Hertfordshire Hospitals NHS Trust	Inadequate	24	8.4	88,710	Placed in special measures in 2015
Wye Valley NHS Trust	Inadequate	15	7.1	50,269	Awards at levels 6, 7 and 8. Put into special measures in October 2014

*Weighted average of value of new awards used.

Sources and Methodology

- Freedom of information requests were sent to trusts rated as “outstanding”, “good” and “inadequate” by the Care Quality Commission.
- The figures relate to the number and value of new awards made in the year, not the number of consultants who held awards.
- For example if a consultant held a Clinical Excellence Award at level 3 in both 2013 and 2014, it would not be counted. However if the consultant moved from a level 3 award to a level 4 award, this would count as 1 new award.
- Where the value was not provided or could not be calculated from the response, a weighted average of the value of new awards was used. This was calculated using data from the annual report of the Advisory Committee on Clinical Excellence Awards.³ The value of the weighted average was £3,907.

³ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/456325/ACCEA_Annual_Report_2014.pdf#page=22