

CLINICAL RECRUITMENT AND RETENTION ALLOWANCE (CRRA)

1. Background

- 1.1 The Clinical Recruitment and Retention Allowance (CRRA) is a pensionable allowance for clinically qualified employees below Consultant level who are required to use their clinical expertise as part of their MRC contract of employment. Employees will be registered with the GMC and will hold a UK Honorary Clinical Contract. Employees in MRC's overseas Units who do not have a UK NHS Honorary Clinical Contract are not eligible for the allowance.
- 1.2 The allowance is payable to qualifying employees in bands 4, 3 and 2. It consists of a number of pay steps up to a maximum. The current rates are set out in the document "Clinical Recruitment and Retention Allowance Rates".
- 1.3 Eligibility for one or more levels of the CRRA will be determined by an employee's relevant NHS experience and MRC basic salary. It is expected that employees will as a norm progress up the allowance ladder until they reach the maximum level for their band.