

Clinical academic pay scales (England) – from 1 April 2023 **Updated October 2024**

1. Summary of changes

Consultants

The salary scales for medical and dental consultants have been increased by 6.0% to basic pay following the government decision on the recommendations of the Doctors' and Dentists' Review Body. The pay uplifts are effective from 1 April 2023.

Doctors and dentists in training – updated October 2024

Salary scales for doctors and dentists in training were originally increased by 6% to basic pay plus an additional consolidated increase of £1,250 to each pay point from 1 April 2023. Following agreement with the Westminster Government these have been further increased to reflect increased values to the nodal points as set out in tables 2 and 3 below and an additional 3.71% to the pay scales for pre-2009 and post-2009 Clinical Lecturer scales as set out in tables 5 and 6 below. These new pay uplifts are effective from **1 April 2023**.

The values of flexible pay premia were increased by 6% effective from 1 April 2023 and have also been further increased by 4.05% following agreement with the government effective from **1 April 2023**.

The values of National Clinical Impact Awards (NCIAs), National Clinical Excellence Awards (NCEAs) pre-April 2022, Local CEAs under the pre-April 2018 scheme, Local CEAs granted between April 2018 to March 2021, discretionary points and distinction awards remain unchanged. The value of Local CEAs from 1 April 2022 will be determined locally.

For details on how to apply the 'new' (post-2016) pay system for clinical academic trainees, and the associated transitional arrangements, please see the relevant [UCEA pay briefing](#) (updated 2019). Please note that the figures in the updated pay briefing still relate to the 2016 nodal pay points.

2. Pay for clinical academic doctors in training (2016 contract / pay system [updated 2018])

Pay for doctors in training			
Nodal point	Stage of NHS training	2022	2023
1	FY1	29,384	33,600
2	FY2	34,012	38,687
3	CT1 or ST1/SpR1	40,257	46,141
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	51,017	57,382
	ST4 / SpR4		
	ST5 / SpR5		
5	ST6 / SpR6	58,398	65,495
	ST7 / SpR7		
	ST8 / SpR8		

3. Pay for clinical academic dentists* in training ** (2016 contract / pay system [updated 2018])

Pay for dentists in training			
Nodal point	Stage of NHS training	2022	2023
3	DCT1	40,257	46,141
	DCT2		
4	DCT3	51,017	57,382
	ST1 – ST3 (Dental specialty training) **		
5	ST4 – ST8 (Dental specialty training)	58,398	65,495

Note: in dental specialties only, dentists begin Specialty Training at ST1 following Dental Core Training, instead of ST3/4. This is purely a result of nomenclature used in dental training. Therefore, **all** dentists in Dental Specialty Training (ST1 onwards) should be placed on nodal point 4.

*For doctors in Oral and Maxillofacial Surgery training programmes, refer to the Doctors in training table above

** Dentists in training at ST4 and ST5 are on Nodal point 5 with effect from 1 April 2022

4. Flexible pay premia (for application to trainees on the new pay system only)

Pay premia (applicable only to the new pay system)				
Premium	Full-time, annual value 2022	Full-time, annual value* 2023	Eligibility	Notes
Academia	£4,461	£4,921	Paid following successful completion of a higher degree and return to clinical training	Full details on eligibility criteria have been agreed by NIHR, HEE, the Department of Health and NHS Employers. See the UCEA website for a copy.
Dual qualification - OFMS	Between £2,789 and £7,435** per annum	Between £3,076 and £8,201** per annum	Payable in the NHS to oral and maxillofacial surgery trainees at ST3 and above only	As per paragraphs 42-44 of Schedule 2 of the NHS contract
Hard to fill training programmes	<u>Psychiatry</u> : £3,718 per annum for core training. £2,789 per annum for a 4 year higher training programme £3,718 per annum for a 3 year higher training programme. <u>Emergency Medicine</u> : as dual qualification above	<u>Psychiatry</u> : £4,101 per annum for core training. £3,076 per annum for a 4 year higher training programme, £4,101 per annum for a 3 year higher training programme. <u>Emergency Medicine</u> : as dual qualification above	Currently payable only to: <ul style="list-style-type: none"> Psychiatry core trainees Payable to Psychiatry higher trainees Emergency medicine trainees at ST4 and above 	This is a premium to address a training programme that is currently hard to fill. The definition of a hard to fill specialty may change in future years. If it does change an individual in receipt of the payment retains their eligibility even if future cohorts do not. However, the value also stays constant; it does not increase or decrease if the value changes for future cohorts
GP	£9,144	£10,086	GP trainees in ST1, ST2, ST3, ST4 during GP placements only	Academic trainees are unlikely to be eligible for this whilst employed by an HEI as it is only payable during practice placements
Histopathology	£4,461	£4,921	Payable to trainees in ST1 and above only	

* The values of the premia could be reviewed and increased (or decreased) annually in the NHS; pay premia linked to specialties could also be ceased, or new ones created. NHS Employers will issue a pay circular as and when values are revised which UCEA will translate into a pay Update for HEIs. Any increases linked to a general pay award would apply to all trainees currently in receipt of such an award; any other increases / changes would only apply to trainees joining the relevant training programmes after the change has been announced.

** Depending on the length of training programme. See the NHS pay circular for details.

5. Clinical academics below the level of consultant (pre 2009 scale) and Senior Lecturer / Reader Scale

Pre-2009 Clinical Lecturer Scale†		
	01.04.22	01.04.23
1	35,254	40,052
2	37,000	41,971
3	38,746	43,891
4	40,492	45,810
5	42,598	48,125
6	44,705	50,442
7	46,812	52,758
8	48,918	55,073
9	51,025	57,389
§10	56,502	63,410
§11	61,042	68,402
§*12	65,584	73,395
Senior Lecturer / Reader Scale		
	01.04.22	01.04.23
§	56,502	63,410
§	61,042	68,402
§	65,584	73,395
§	70,130	78,392
§	75,922	84,759
§	79,927	89,163

† This salary scale is retained for use for clinical academic trainees who are in 'Category 2' transitional protection during the transition period to the new pay system. It may also be used for any other clinical academic posts, who are not doctors or dentists in training - such use is a matter for local determination.

§ These points are HE specific pay scales that have no NHS equivalent. A 6% increase was originally applied plus an additional £1,250 in line with the August 2023 NHS Pay Circular and a further increase of 3.71% has now been applied in line with the updated August 2023 Pay Circular.

* This point was introduced on 1 April 2002 and relates only to dentists.

6. Clinical academics below the level of consultant (post 2009 scale) and Senior Lecturer / Reader Scale

Post-2009 Clinical Lecturer Scale†		
	01.04.22	01.04.23
1	35,858	40,716
2	38,746	43,891
3	40,492	45,810
4	42,598	48,125
5	44,705	50,442
6	46,812	52,578
7	48,918	55,073
8	51,025	57,389
9	53,132	59,706
§10	58,702	65,829
§11	63,423	71,019
§*12	68,139	76,203
Senior Lecturer / Reader Scale		
	01.04.22	01.04.23
§	56,502	63,410
§	61,042	68,402
§	65,584	73,395
§	70,130	78,392
§	75,922	84,759
§	79,927	89,163

† This salary scale is retained for use for clinical academic trainees who are in 'Category 2' transitional protection during the transition period to the new pay system. It may also be used for any other clinical academic posts, who are not doctors or dentists in training- such use is a matter for local determination.

§ These points are HE specific pay scales that have no NHS equivalent. A 6% increase was originally applied plus an additional £1,250 in line with the August 2023 NHS Pay Circular and a further increase of 3.71% has now been applied in line with the updated August 2023 Pay Circular.

* This point was introduced on 1 April 2002 and relates only to dentists.

7. Staff holding honorary consultant contract (pre-2003 contract)

Incremental Points	01.04.22	01.04.23
Minimum	73,367	77,769
1 st	78,617	83,334
2 nd	83,868	88,900
3 rd	89,117	94,464
4 th	95,104	100,810

8. 2003 Consultant Contract: basic salary for staff holding consultant contracts whose first appointment as an NHS consultant was on or after 1 February 2004

Threshold	Years completed as a consultant	Basic salary at April 2022 rates	Basic salary at April 2023 rates	Period before eligibility for next threshold
1	0	88,364	93,666	1 year
2	1	91,131	96,599	1 year
3	2	93,898	99,532	1 year
4	3	96,665	102,465	1 year
5	4	99,425	105,390	5 years
	5	99,425	105,390	4 years
	6	99,425	105,390	3 years
	7	99,425	105,390	2 years
	8	99,425	105,390	1 year
6	9	105,996	112,356	5 years
	10	105,996	112,356	4 years
	11	105,996	112,356	3 years
	12	105,996	112,356	2 years
	13	105,996	112,356	1 year
7	14	112,569	119,323	5 years
	15	112,569	119,323	4 years
	16	112,569	119,323	3 years
	17	112,569	119,323	2 years
	18	112,569	119,323	1 year
8	19	119,133	126,281	-

9. 2003 Consultant Contract: basic salary for staff holding honorary consultant contract whose first appointment as an NHS consultant was on or before 31 January 2004

Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2022	2023
30+	On transfer		105,996	112,356
	One year	7	112,569	119,323
	Two years	8	119,133	126,281
21-29	On transfer		99,425	105,390
	One year	6	105,996	112,356
	Two years	7	112,569	119,323
	Three years	8	119,133	126,281
20	On transfer		99,425	105,390
	One year	6	105,996	112,356
	Three years	7	112,569	119,323
	Four years	8	119,133	126,281
19	On transfer		99,425	105,390
	One year	6	105,996	112,356
	Three years	7	112,569	119,323
	Five years	8	119,133	126,281
18	On transfer		99,425	105,390
	Two years	6	105,996	112,356
	Three years	7	112,569	119,323
	Five years	8	119,133	126,281
17	On transfer		99,425	105,390
	Two years	6	105,996	112,356
	Four years	7	112,569	119,323
	Six years	8	119,133	126,281
16	On transfer		99,425	105,390
	Three years	6	105,996	112,356
	Four years	7	112,569	119,323
	Seven years	8	119,133	126,281
15	On transfer		99,425	105,390
	Three years	6	105,996	112,356
	Four years	7	112,569	119,323
	Eight years	8	119,133	126,281
14	On transfer		99,425	105,390
	Three years	6	105,996	112,356
	Five years	7	112,569	119,323
	Nine years	8	119,133	126,281
13	On transfer		99,425	105,390
	Three years	6	105,996	112,356
	Five years	7	112,569	119,323
	Ten years	8	119,133	126,281
12	On transfer		99,425	105,390
	Three years	6	105,996	112,356
	Six years	7	112,569	119,323

	Eleven years	8	119,133	126,281
11	On transfer		99,425	105,390
	Four years	6	105,996	112,356
	Seven years	7	112,569	119,323
	Twelve years	8	119,133	126,281
10	On transfer		99,425	105,390
	Four years	6	105,996	112,356
	Eight years	7	112,569	119,323
	Thirteen years	8	119,133	126,281
9	On transfer		99,425	105,390
	Four years	6	105,996	112,356
	Nine years	7	112,569	119,323
	Fourteen years	8	119,133	126,281
8	On transfer		99,425	105,390
	Five years	6	105,996	112,356
	Ten years	7	112,569	119,323
	Fifteen years	8	119,133	126,281
7	On transfer		99,425	105,390
	Five years	6	105,996	112,356
	Ten years	7	112,569	119,323
	Fifteen years	8	119,133	126,281
6	On transfer		98,045	103,927
	One year	5	99,425	105,390
	Five years	6	105,996	112,356
	Ten years	7	112,569	119,323
	Fifteen years	8	119,133	126,281
5	On transfer		96,665	102,465
	One year	‡	98,045	103,927
	Two years	5	99,425	105,390
	Six years	6	105,996	112,356
	Eleven years	7	112,569	119,323
	Sixteen years	8	119,133	126,281
4	On transfer		90,441	95,868
	One year	3	93,898	99,532
	Two years	4	96,665	102,465
	Three years	5	99,425	105,390
	Six years	6	105,996	112,356
	Eleven years	7	112,569	119,323
	Sixteen years	8	119,133	126,281
3	On transfer		89,745	95,130
	One year	‡	92,512	98,063
	Two years	4	96,665	102,465
	Three years	5	99,425	105,390
	Seven years	6	105,996	112,356
	Twelve years	7	112,569	119,323
	Seventeen years	8	119,133	126,281
2	On transfer		89,055	94,398
	One year	2	91,131	96,599

	Two years	4	96,665	102,465
	Three years	5	99,425	105,390
	Eight years	6	105,996	112,356
	Thirteen years	7	112,569	119,323
	Eighteen years	8	119,133	126,281
1	On transfer		88,364	93,666
	One year	‡	89,745	95,130
	Two years	3	93,898	99,532
	Three years	4	96,665	102,465
	Four years	5	99,425	105,390
	Nine years	6	105,996	112,356
	Fourteen years	7	112,569	119,323
	Nineteen years	8	119,133	126,281

‡ for consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes

10. Additional Programmed Activities

The value of an Additional Programmed Activity (APA) is 10% of basic salary plus 10% of any CEA award (awarded before April 2018) up to level 9. Where an honorary consultant holds discretionary points or a local CEA **above** the level 9 discretionary point, the APA is capped at level 9 / Bronze level (£36,192 at April 2022 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £36,192.

Local CEAs awarded between April 2018 and March 2022 (see table 12 below) are not part of an APA uplift. Local CEAs awarded from 1 April 2022 (see section 13 below) are also not part of the APA uplift.

11. Clinical Excellence Awards (CEAs) awarded by Local Committees (either contract): (awards closed to new applications)

Local CEAs granted prior to 1 April 2018 under Local CEA schemes in place as at 31 March 2018

Level	
1	3,016
2	6,032
3	9,048
4	12,064
5	15,080
6	18,096
7	24,128
8	30,160
9	36,192

12. Local CEAs granted between 1 April 2018 and 31 March 2022

Awarded by local committees	
Unit value of an employer-based award (equivalent to one point)	3,092

13. Local CEAs from 1 April 2022

The value of these awards will be determined locally. From 1 April 2022 the minimum amount invested and paid annually will be no less than £7,900 per eligible full time equivalent (FTE) consultant, excluding on-costs.

14. National Clinical Excellence Awards – awarded by ACCEA (either contract)

Level	01.04.22	01.04.23
9 Bronze	36,192	36,192
10 Silver	47,582	47,582
11 Gold	59,477	59,477
12 Platinum	77,320	77,320

15. National Clinical Impact awards - awarded by ACCIA from April 2022 (either contract)

Level	01.04.23
Level 1	20,000
Level 2	30,000
Level 3	40,000

16. Consultants – additional points (either contract)

	01.04.22	01.04.23
1	3,268	3,268
2	6,536	6,536
3	9,804	9,804
4	13,072	13,072
5	16,340	16,340
6	19,608	19,608
7	22,876	22,876
8	26,144	26,144

17. Consultants – distinction awards (either contract)

	01.04.22	01.04.23
A+	77,415	77,415
A	57,048	57,048
B	32,601	32,601