

## Clinical academic pay scales (England) from 1 March 2024

### 1. Summary of changes

The salary scales for medical and dental consultants have been reformed following agreement between the Department of Health and Social Care (DHSC) and the British Medical Association (BMA) and Hospital Consultants and Specialists Association (HSCA). The reformed pay scale for consultants on the 2003 contract has been modernised to include:

- a reduction in the number of pay points on the pay scale
- an increase in starting pay
- an increase in pay at the top of the pay scale
- the removal of the post-2018 Local Clinical Excellence Awards scheme

Table eight on page 6 sets out the new basic salary for consultants on the 2003 contract. The table also shows how the pay thresholds on the new pay scale align with the thresholds on the old scale. NHS Employers are not publishing guidance on the pay scale but the offer document has a diagram in [Annex A](#) showing the change at each point. The reformed pay scales for medical and dental consultants are effective from **1 March 2024**.

The salary scales for doctors and dentists in training remain unchanged. Salaries scales for doctors and dentists were increased by 6% to basic pay plus an additional consolidated increase of £1,250 to each pay point from 1 April 2023. The values of flexible pay premia also increased by 6% 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, discretionary points and distinction awards remain unchanged. The post-2018 LCEA scheme has been withdrawn, under the 2024 pay agreement.

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])**

<b>Pay for doctors in training</b>			
<b>Nodal point</b>	<b>Stage of NHS training</b>	<b>2022</b>	<b>2023</b>
1	FY1	29,384	32,398
2	FY2	34,012	37,303
3	CT1 or ST1/SpR1	40,257	43,923
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	51,017	55,329
	ST4 / SpR4		
	ST5 / SpR5		
5	ST6 / SpR6	58,398	63,152
	ST7 / SpR7		
	ST8 / SpR8		

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

<b>Pay for dentists in training</b>			
<b>Nodal point</b>	<b>Stage of NHS training</b>	<b>2022</b>	<b>2023</b>
3	DCT1	40,257	43,923
	DCT2		
4	DCT3	51,017	55,329
	ST1 – ST3 (Dental specialty training) **		
5	ST4 – ST8 (Dental specialty training)	58,398	63,152

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	£4,729	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 <a href="#">UCEA website for a copy</a> .
Dual qualification - OFMS	Between £2,789 and £7,435** per annum	Between £2,956 and £7,881** 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> : £3,941 per annum for core training. £2,956 per annum for a 4 year higher training programme, £3,941 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"> <li>Psychiatry core trainees</li> <li>Payable to Psychiatry higher trainees</li> <li>Emergency medicine trainees at ST4 and above</li> </ul>	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	£9,693	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	£4,729	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.

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

<b>Pre-2009 Clinical Lecturer Scale†</b>		
	01.04.22	<b>01.04.23</b>
1	35,254	38,619
2	37,000	40,470
3	38,746	42,321
4	40,492	44,171
5	42,598	46,404
6	44,705	48,637
7	46,812	50,871
8	48,918	53,103
9	51,025	55,336
§10	56,502	61,142
§11	61,042	65,955
§*12	65,584	70,769
<b>Senior Lecturer / Reader Scale</b>		
	01.04.22	<b>01.04.23</b>
§	56,502	61,142
§	61,042	65,955
§	65,584	70,769
§	70,130	75,588
§	75,922	81,727
§	79,927	85,973

† 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 has been applied plus an additional £1,250 in line with the August 2023 NHS 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**

<b>Post-2009 Clinical Lecturer Scale†</b>		
	01.04.22	<b>01.04.23</b>
1	35,858	39,260
2	38,746	42,321
3	40,492	44,171
4	42,598	46,404
5	44,705	48,637
6	46,812	50,871
7	48,918	53,103
8	51,025	55,336
9	53,132	57,570
§10	58,702	63,474
§11	63,423	68,478
§*12	68,139	73,477
<b>Senior Lecturer / Reader Scale</b>		
	01.04.22	<b>01.04.23</b>
§	56,502	61,142
§	61,042	65,955
§	65,584	70,769
§	70,130	75,588
§	75,922	81,727
§	79,927	85,973

† 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 has been applied plus an additional £1,250 in line with the August 2023 NHS 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	<b>01.04.23</b>
Minimum	73,367	77,769
1 <sup>st</sup>	78,617	83,334
2 <sup>nd</sup>	83,868	88,900
3 <sup>rd</sup>	89,117	94,464
4 <sup>th</sup>	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**

New Threshold/ (Old Threshold)	Years completed as a consultant	Basic salary at April 2023 rates	Basic salary at March 2024 rates	Period before eligibility for next threshold
1 (1)	0	93,666	99,532	3 years
1 (2)	1	96,599	99,532	2 years
1 (3)	2	99,532	99,532	1 year
2a (4)	3	102,465	105,390	1 year
2b (5)	4	105,390	108,390	4 years
2b (5)	5	105,390	108,390	3 years
2b (5)	6	105,390	108,390	2 years
2b (5)	7	105,390	108,390	1 year
3 (5)	8	105,390	118,884	6 years
3 (6)	9	112,356	118,884	5 years
3 (6)	10	112,356	118,884	4 years
3 (6)	11	112,356	118,884	3 years
3 (6)	12	112,356	118,884	2 years
3 (6)	13	112,356	118,884	1 year
4 (7)	14	119,323	131,964	-
4 (7)	15	119,323	131,964	-
4 (7)	16	119,323	131,964	-
4 (7)	17	119,323	131,964	-
4 (7)	18	119,323	131,964	-
4 (8)	19	126,281	131,964	-

**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	New Pay Threshold	2024
30+	On transfer	3	118,884
	One year	4	131,964
	Two years	4	131,964
21-29	On transfer	2b	108,390
	One year	3	118,884
	Two years	4	131,964
20	On transfer	2b	108,390
	One year	3	118,884
	Three years	4	131,964
19	On transfer	2b	108,390
	One year	3	118,884

	Three years	4	131,964
18	On transfer	2b	108,390
	Two years	3	118,884
	Three years	4	131,964
17	On transfer	2b	108,390
	Two years	3	118,884
	Four years	4	131,964
16	On transfer	2b	108,390
	Three years	3	118,884
	Four years	4	131,964
15	On transfer	2b	108,390
	Three years	3	118,884
	Four years	4	131,964
14	On transfer	2b	108,390
	Three years	3	118,884
	Five years	4	131,964
13	On transfer	2b	108,390
	Three years	3	118,884
	Five years	4	131,964
12	On transfer	2b	108,390
	Three years	3	118,884
	Six years	4	131,964
11	On transfer	2b	108,390
	Four years	3	118,884
	Seven years	4	131,964
10	On transfer	2b	108,390
	Four years	3	118,884
	Eight years	4	131,964
9	On transfer	2b	108,390
	Four years	3	118,884
	Nine years	4	131,964
8	On transfer	2b	108,390
	Four years	3	118,884
	ten years	4	131,964
7	On transfer	2b	108,390
	Four years	3	118,884
	Ten years	4	131,964
6	On transfer	2b	108,390
	Five years	3	118,884
	Ten years	4	131,964
5	On transfer	2a	105,390
	One year	2b	108,390
	Six years	3	118,884
	Eleven years	4	131,964
4	On transfer	1	99,532
	Two years	2a	105,390
	Three years	2b	108,390
	Six years	3	118,884

	Eleven years	4	131,964
3	On transfer	1	99,532
	Two years	2a	105,390
	Three years	2b	108,390
	Seven years	3	118,884
	Twelve years	4	131,964
2	On transfer	1	99,532
	Two years	2a	105,390
	Three years	2b	108,390
	Seven years	3	118,884
	Thirteen years	4	131,964
1	On transfer	1	99,532
	Three years	2a	105,390
	Four years	2b	108,390
	Eight years	3	118,884
	Fourteen years	4	131,964

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

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

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

<b>Level</b>	<b>01.04.23</b>
Level 1	20,000
Level 2	30,000
Level 3	40,000

**14. Consultants – additional points (either contract)**

	<b>01.04.22</b>	<b>01.04.23</b>
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

**15. Consultants – distinction awards (either contract)**

	<b>01.04.22</b>	<b>01.04.23</b>
A+	77,415	77,415
A	57,048	57,048
B	32,601	32,601