

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

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	32,398
2	FY2	34,012	37,303
3	CT1 or ST1/SpR1 CT2 or ST2/SpR2	40,257	43,923
4	CT3 or ST3 / SpR3 ST4 / SpR4 ST5 / SpR5	51,017	55,329
5	ST6 / SpR6 ST7 / SpR7 ST8 / SpR8	58,398	63,152

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 DCT2	40,257	43,923
4	DCT3 ST1 – ST3 (Dental specialty training) **	51,017	55,329
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**

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

† 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.

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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	39,260
2	38,746	42,321

[†] 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	01.04.23
Minimum	73,367	77,769
1 st	78,617	83,334
		88,900
		94,464
		100,810

Three years

	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	

12. 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

13. 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

14. 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

15. Consultants – dist3(i)-4001rMC 083.T1 ref*229.61 st3(i)-4001rMC 083.T1 ref*229.61 st3(i)-4001rM