

Clinical academic pay scales (England) from 1 April 2019

1. Summary of changes

Salary scales for medical and dental consultants have increased by 2.5% to basic pay. Salary scales for doctors in training have increased by 2% to basic pay. The values of flexible pay premia have increased by 2%. The pay uplifts are effective from 1 April 2019. The values of National Clinical Excellence Awards (CEAs) and Local CEAs under the previous scheme (pre-April 2018), discretionary points and distinction awards remain unchanged.

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](#). Please note that the figures in the pay briefing still relate to the 2016 nodal pay points.

2. Local CEAs granted between 1 April 2018 and 31 March 2021

The unit value of these awards has been increased by 2.5% from 1 April 2019. Details about the new Local CEA scheme are available in [UCEA Update 18:033](#). The values of the new Local CEAs are in section 13 of this briefing.

3. Pay for clinical academic doctors in training ('new' 2016 pay system)

Pay for doctors in training			
Nodal point	Stage of NHS training	2018	2019
1	FY1	27,146	27,689
2	FY2	31,422	32,050
3	CT1 or ST1/SpR1	37,191	37,935
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	47,132	48,075
	ST4 / SpR4		
	ST5 / SpR5		
	ST6 / SpR6		
	ST7 / SpR7		
	ST8 / SpR8		

4. Pay for clinical academic dentists in training (2016 contract / new system)

Pay for dentists in training			
Nodal point	Stage of NHS training	2018	2019
3	DCT1	37,191	37,935
	DCT2		
4	DCT3	47,132	48,075
	ST1 – ST8 (Dental specialty training)		

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.

5. 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 2018	Full-time, annual value* 2019	Eligibility	Notes
Academia	£4,121	£4,204	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 £2,576 and £6,868** per annum	Between £2,628 and £7,006** per annum	Payable in the NHS to oral and maxillofacial surgery trainees at ST3 and above only	As per paragraphs 39-41 of Schedule 2 of the NHS contract
Hard to fill training programmes	<u>Psychiatry</u> : £3,434 per annum for core training. £2,576 per annum for a 4 year higher training programme £3,434 per annum for a 3 year higher training programme. <u>Emergency Medicine</u> : as dual qualification above	<u>Psychiatry</u> : £3,503 per annum for core training. £2,628 per annum for a 4 year higher training programme, £3,503 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	£8,448	£8,617	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	£4,121	£4,204	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.

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

Pre-2009 Clinical Lecturer Scale†		
	01.10.18	01.04.19
1	32,569	33,221
2	34,182	34,866
3	35,795	36,511
4	37,408	38,156
5	39,354	40,141
6	41,300	42,126
7	43,247	44,112
8	45,193	46,096
9	47,139	48,082
§10	52,200	53,244
§11	56,394	57,522
§*12	60,589	61,801
Senior Lecturer/ Reader Scale		
	01.10.18	01.04.19
§	52,200	53,244
§	56,394	57,522
§	60,589	61,801
§	64,789	66,085
§	70,140	71,543
§	73,841	75,318

† 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 2% increase has been applied in line with the latest NHS Pay Circular.

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

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

Post-2009 Clinical Lecturer Scale†		
	01.10.18	01.04.19
1	33,127	33,790
2	35,795	36,511
3	37,408	38,156
4	39,354	40,141
5	41,300	42,126
6	43,247	44,112
7	45,193	46,096
8	47,139	48,082
9	49,086	50,068
§10	54,232	55,317
§11	58,593	59,765
§*12	62,950	64,209
	01.10.18	01.04.19
§	52,200	53,244
§	56,394	57,522
§	60,589	61,801
§	64,789	66,085
§	70,140	71,543
§	73,841	75,318

† 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 2% increase has been applied in line with the latest NHS Pay Circular.

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

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

Incremental Points	01.10.18	01.04.19
Minimum	64,689	66,306
1 st	69,318	71,051
2 nd	73,948	75,796
3 rd	78,576	80,541
4 th	83,855	85,951

9. 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 2018 rates	Basic salary at April 2019 rates	Period before eligibility for next threshold
1	0	77,913	79,860	1 year
2	1	80,352	82,361	1 year
3	2	82,792	84,862	1 year
4	3	85,232	87,362	1 year
5	4	87,665	89,856	5 years
	5	87,665	89,856	4 years
	6	87,665	89,856	3 years
	7	87,665	89,856	2 years
	8	87,665	89,856	1 year
6	9	93,459	95,795	5 years
	10	93,459	95,795	4 years
	11	93,459	95,795	3 years
	12	93,459	95,795	2 years
	13	93,459	95,795	1 year
7	14	99,254	101,735	5 years
	15	99,254	101,735	4 years
	16	99,254	101,735	3 years
	17	99,254	101,735	2 years
	18	99,254	101,735	1 year
8	19	105,042	107,668	-

10. 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	2018	2019
30+	On transfer		93,459	95,795
	One year	7	99,254	101,735
	Two years	8	105,042	107,668
21-29	On transfer		87,665	89,856
	One year	6	93,459	95,795
	Two years	7	99,254	101,735
	Three years	8	105,042	107,668
20	On transfer		87,665	89,856
	One year	6	93,459	95,795
	Three years	7	99,254	101,735
	Four years	8	105,042	107,668
19	On transfer		87,665	89,856
	One year	6	93,459	95,795
	Three years	7	99,254	101,735
	Five years	8	105,042	107,668
18	On transfer		87,665	89,856
	Two years	6	93,459	95,795
	Three years	7	99,254	101,735
	Five years	8	105,042	107,668
17	On transfer		87,665	89,856
	Two years	6	93,459	95,795
	Four years	7	99,254	101,735
	Six years	8	105,042	107,668
16	On transfer		87,665	89,856
	Three years	6	93,459	95,795
	Four years	7	99,254	101,735
	Seven years	8	105,042	107,668
15	On transfer		87,665	89,856
	Three years	6	93,459	95,795
	Four years	7	99,254	101,735
	Eight years	8	105,042	107,668
14	On transfer		87,665	89,856
	Three years	6	93,459	95,795
	Five years	7	99,254	101,735
	Nine years	8	105,042	107,668
13	On transfer		87,665	89,856
	Three years	6	93,459	95,795
	Five years	7	99,254	101,735
	Ten years	8	105,042	107,668
12	On transfer		87,665	89,856

	Three years	6	93,459	95,795
	Six years	7	99,254	101,735
	Eleven years	8	105,042	107,668
11	On transfer		87,665	89,856
	Four years	6	93,459	95,795
	Seven years	7	99,254	101,735
	Twelve years	8	105,042	107,668
10	On transfer		87,665	89,856
	Four years	6	93,459	95,795
	Eight years	7	99,254	101,735
	Thirteen years	8	105,042	107,668
9	On transfer		87,665	89,856
	Four years	6	93,459	95,795
	Nine years	7	99,254	101,735
	Fourteen years	8	105,042	107,668
8	On transfer		87,665	89,856
	Five years	6	93,459	95,795
	Ten years	7	99,254	101,735
	Fifteen years	8	105,042	107,668
7	On transfer		87,665	89,856
	Five years	6	93,459	95,795
	Ten years	7	99,254	101,735
	Fifteen years	8	105,042	107,668
6	On transfer		86,448	88,609
	One year	5	87,665	89,856
	Five years	6	93,459	95,795
	Ten years	7	99,254	101,735
	Fifteen years	8	105,042	107,668
5	On transfer		85,232	87,362
	One year	‡	86,448	88,609
	Two years	5	87,665	89,856
	Six years	6	93,459	95,795
	Eleven years	7	99,254	101,735
	Sixteen years	8	105,042	107,668
4	On transfer		79,744	81,737
	One year	3	82,792	84,862
	Two years	4	85,232	87,362
	Three years	5	87,665	89,856
	Six years	6	93,459	95,795
	Eleven years	7	99,254	101,735
	Sixteen years	8	105,042	107,668
3	On transfer		79,130	81,108
	One year	‡	81,569	83,609
	Two years	4	85,232	87,362
	Three years	5	87,665	89,856
	Seven years	6	93,459	95,795
	Twelve years	7	99,254	101,735
	Seventeen years	8	105,042	107,668

2	On transfer		78,521	80,484
	One year	2	80,352	82,361
	Two years	4	85,232	87,362
	Three years	5	87,665	89,856
	Eight years	6	93,459	95,795
	Thirteen years	7	99,254	101,735
	Eighteen years	8	105,042	107,668
1	On transfer		77,913	79,860
	One year	‡	79,130	81,108
	Two years	3	82,792	84,862
	Three years	4	85,232	87,362
	Four years	5	87,665	89,856
	Nine years	6	93,459	95,795
	Fourteen years	7	99,254	101,735
	Nineteen years	8	105,042	107,668

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

11. 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 2017 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £36,192.

New Local CEAs awarded from April 2018 (see 13 below) are not part of an APA uplift.

12. Existing Clinical Excellence Awards (CEAs) awarded by Local Committees (either contract) – Local CEAs granted prior to 1 April 2018 under existing 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

13. New Local CEAs

Local CEA awards granted between 1 April 2018 and 31 March 2021.

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

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

Level	01.10.18	01.04.19
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. Consultants – additional points (either contract)

	01.10.18	01.04.19
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

16. Consultants – distinction awards (either contract)

	01.10.18	01.04.19
A+	77,415	77,415
A	57,048	57,048
B	32,601	32,601