

Clinical academic pay scales (England) from 1 April 2020

1. Summary of changes

Salary scales for medical and dental consultants have been increased by 2.8%. Salary scales for doctors and dentists in training have increased by 2% to basic pay and have been updated to include the new fifth nodal point for trainees at ST6 and above which is effective from 1 October 2020. The values of flexible pay premia have increased by 2%. The pay uplifts are effective from 1 April 2020. The values of National Clinical Excellence Awards (CEAs) and Local CEAs under the previous scheme (pre-April 2018), LEAs under the new scheme (April 2018 to March 2021), 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](#) (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	2019	2020
1	FY1	27,689	28,243
2	FY2	32,050	32,691
3	CT1 or ST1/SpR1	37,935	38,694
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	48,075	49,036
	ST4 / SpR4		
	ST5 / SpR5		
	ST6 / SpR6		
	ST7 / SpR7		
5	ST8 / SpR8	48,075	01.10.2020 52,036
	ST6 / SpR6		
	ST7 / SpR7		

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	2019	2020
3	DCT1	37,935	38,694
	DCT2		
4	DCT3	48,075	49,036
	ST1 – ST8 (Dental specialty training)		
5	ST6 – ST8 (Dental specialty training)	48,075	01.10.2020 52,036

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

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 2019	Full-time, annual value* 2020	Eligibility	Notes
Academia	£4,204	£4,288	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 £2,628 and £7,006** per annum	Between £2,680 and £7,146** 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> : £3,503 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	<u>Psychiatry</u> : £3,573 per annum for core training. £2,680 per annum for a 4 year higher training programme, £3,573 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	£8,617	£8,789	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	£4,204	£4,288	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

Pre-2009 Clinical Lecturer Scale[†]		
	01.04.19	01.04.20
1	33,221	33,885
2	34,866	35,563
3	36,511	37,241
4	38,156	38,920
5	40,141	40,944
6	42,126	42,969
7	44,112	44,994
8	46,096	47,018
9	48,082	49,044
§10	53,244	54,309
§11	57,522	58,672
§*12	61,801	63,037
Senior Lecturer / Reader Scale		
	01.04.19	01.04.20
§	53,244	54,309
§	57,522	58,672
§	61,801	63,037
§	66,085	67,407
§	71,543	72,974
§	75,318	76,824

[†] 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.

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

Post-2009 Clinical Lecturer Scale[†]		
	01.04.19	01.04.20
1	33,790	34,466
2	36,511	37,241
3	38,156	38,920
4	40,141	40,944
5	42,126	42,969
6	44,112	44,994
7	46,096	47,018
8	48,082	49,044
9	50,068	51,069
§10	55,317	56,423
§11	59,765	60,960
§*12	64,209	65,493
Senior Lecturer / Reader Scale		
	01.04.19	01.04.20
§	53,244	54,309
§	57,522	58,672
§	61,801	63,037
§	66,085	67,407
§	71,543	72,974
§	75,318	76,824

[†] 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. Staff holding honorary consultant contract (pre-2003 contract)

Incremental Points	01.04.19	01.04.20
Minimum	66,306	68,163
1 st	71,051	73,040
2 nd	75,796	77,919
3 rd	80,541	82,796
4 th	85,951	88,358

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 2019 rates	Basic salary at April 2020 rates	Period before eligibility for next threshold
1	0	79,860	82,096	1 year
2	1	82,361	84,667	1 year
3	2	84,862	87,238	1 year
4	3	87,362	89,809	1 year
5	4	89,856	92,372	5 years
	5	89,856	92,372	4 years
	6	89,856	92,372	3 years
	7	89,856	92,372	2 years
	8	89,856	92,372	1 year
6	9	95,795	98,477	5 years
	10	95,795	98,477	4 years
	11	95,795	98,477	3 years
	12	95,795	98,477	2 years
	13	95,795	98,477	1 year
7	14	101,735	104,584	5 years
	15	101,735	104,584	4 years
	16	101,735	104,584	3 years
	17	101,735	104,584	2 years
	18	101,735	104,584	1 year
8	19	107,668	110,683	-

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	2019	2020
30+	On transfer		95,795	98,477
	One year	7	101,735	104,584
	Two years	8	107,668	110,683
21-29	On transfer		89,856	92,372
	One year	6	95,795	98,477
	Two years	7	101,735	104,584
	Three years	8	107,668	110,683
20	On transfer		89,856	92,372
	One year	6	95,795	98,477
	Three years	7	101,735	104,584
	Four years	8	107,668	110,683
19	On transfer		89,856	92,372
	One year	6	95,795	98,477
	Three years	7	101,735	104,584
	Five years	8	107,668	110,683
18	On transfer		89,856	92,372
	Two years	6	95,795	98,477
	Three years	7	101,735	104,584
	Five years	8	107,668	110,683
17	On transfer		89,856	92,372
	Two years	6	95,795	98,477
	Four years	7	101,735	104,584
	Six years	8	107,668	110,683
16	On transfer		89,856	92,372
	Three years	6	95,795	98,477
	Four years	7	101,735	104,584
	Seven years	8	107,668	110,683
15	On transfer		89,856	92,372
	Three years	6	95,795	98,477
	Four years	7	101,735	104,584
	Eight years	8	107,668	110,683
14	On transfer		89,856	92,372
	Three years	6	95,795	98,477
	Five years	7	101,735	104,584
	Nine years	8	107,668	110,683
13	On transfer		89,856	92,372
	Three years	6	95,795	98,477
	Five years	7	101,735	104,584
	Ten years	8	107,668	110,683
12	On transfer		89,856	92,372
	Three years	6	95,795	98,477
	Six years	7	101,735	104,584

	Eleven years	8	107,668	110,683
11	On transfer		89,856	92,372
	Four years	6	95,795	98,477
	Seven years	7	101,735	104,584
	Twelve years	8	107,668	110,683
10	On transfer		89,856	92,372
	Four years	6	95,795	98,477
	Eight years	7	101,735	104,584
	Thirteen years	8	107,668	110,683
9	On transfer		89,856	92,372
	Four years	6	95,795	98,477
	Nine years	7	101,735	104,584
	Fourteen years	8	107,668	110,683
8	On transfer		89,856	92,372
	Five years	6	95,795	98,477
	Ten years	7	101,735	104,584
	Fifteen years	8	107,668	110,683
7	On transfer		89,856	92,372
	Five years	6	95,795	98,477
	Ten years	7	101,735	104,584
	Fifteen years	8	107,668	110,683
6	On transfer		88,609	91,090
	One year	5	89,856	92,372
	Five years	6	95,795	98,477
	Ten years	7	101,735	104,584
	Fifteen years	8	107,668	110,683
5	On transfer		87,362	89,809
	One year	‡	88,609	91,090
	Two years	5	89,856	92,372
	Six years	6	95,795	98,477
	Eleven years	7	101,735	104,584
	Sixteen years	8	107,668	110,683
4	On transfer		81,737	84,026
	One year	3	84,862	87,238
	Two years	4	87,362	89,809
	Three years	5	89,856	92,372
	Six years	6	95,795	98,477
	Eleven years	7	101,735	104,584
	Sixteen years	8	107,668	110,683
3	On transfer		81,108	83,379
	One year	‡	83,609	85,950
	Two years	4	87,362	89,809
	Three years	5	89,856	92,372
	Seven years	6	95,795	98,477
	Twelve years	7	101,735	104,584
	Seventeen years	8	107,668	110,683
2	On transfer		80,484	82,738
	One year	2	82,361	84,667

	Two years	4	87,362	89,809
	Three years	5	89,856	92,372
	Eight years	6	95,795	98,477
	Thirteen years	7	101,735	104,584
	Eighteen years	8	107,668	110,683
1	On transfer		79,860	82,096
	One year	‡	81,108	83,379
	Two years	3	84,862	87,238
	Three years	4	87,362	89,809
	Four years	5	89,856	92,372
	Nine years	6	95,795	98,477
	Fourteen years	7	101,735	104,584
	Nineteen years	8	107,668	110,683

‡ 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 2020 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.

11. 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

12. 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	3,092

(equivalent to one point)	
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13. National Clinical Excellence Awards – awarded by ACCEA (either contract)

Level	01.04.18	01.04.20
9 Bronze	36,192	36,192
10 Silver	47,582	47,582
11 Gold	59,477	59,477
12 Platinum	77,320	77,320

14. Consultants – additional points (either contract)

	01.04.19	01.04.20
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)

	01.04.19	01.04.20
A+	77,415	77,415
A	57,048	57,048
B	32,601	32,601