

## Clinical academic pay scales (Wales) from 1 April 2020

### 1. Summary of changes

A 2.8% increase applies to all pay scales. The Consultant Commitment Awards and Clinical Excellence remain unchanged from last year. NHS Wales have removed the Distinction Awards values scale as they have advised that there are no longer any award holders in Wales. The table is therefore unchanged from last year.

### 2. Staff not holding consultant contracts on the pre-2009 scale and Senior Lecturer / Reader Scale

	01.04.19	01.04.20
†Clinical Lecturer		
1	33,385	34,320
2	35,038	36,020
3	36,690	37,718
4	38,344	39,418
5	40,338	41,468
6	42,333	43,519
7	44,329	45,571
8	46,323	47,621
9	48,318	49,671
§10	53,504	55,002
§11	57,805	59,424
§*12	62,105	63,844
Senior Lecturer/ Reader		
§	53,504	55,002
§	57,805	59,424
§	62,105	63,844
§	66,409	68,268
§	71,894	73,907
§	75,687	77,806

### 3. Staff not holding honorary consultant contracts on the post-2009 scale

†Clinical Lecturer	01.04.19	01.04.20
1	33,957	34,908
2	36,691	37,719
3	38,346	39,420

4	40,338	41,468
5	42,334	43,520
6	44,329	45,571
7	46,324	47,622
8	48,319	49,672
9	50,315	51,724
§10	55,589	57,145
§11	60,059	61,741
§*12	64,524	66,331
Senior Lecturer/ Reader		
§	53,504	55,002
§	57,805	59,424
§	62,105	63,844
§	66,409	68,268
§	71,894	73,907
§	75,687	77,806

† This salary scale applies to clinical lecturers only. If HEIs wish to apply the scale to other clinical staff than clinical lecturers that is a matter for local determination

§ These points are HE specific pay scales that have no NHS equivalent. A 2.8% 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 paid on clinical academic pay scales.

#### 4. Staff holding consultant contracts

	01.04.19	01.04.20
1	77,779	79,957
2	80,256	82,504
3	84,399	86,763
4	89,210	91,708
5	94,705	97,357
6	97,839	100,579
7	100,978	103,806

#### 5. Clinical Excellence Awards

Level	01.04.19	01.04.20
9 Bronze	36,924	36,924
10 Silver	48,533	48,533
11 Gold	60,666	60,666
12 Platinum	78,866	78,866

## 6. Commitment Awards – local

	<b>01.04.19</b>	<b>01.04.20</b>
<b>1</b>	3,334	3,334
<b>2</b>	6,668	6,668
<b>3</b>	10,002	10,002
<b>4</b>	13,336	13,336
<b>5</b>	16,670	16,670
<b>6</b>	20,004	20,004
<b>7</b>	23,338	23,338
<b>8</b>	26,672	26,672

## 7. Distinction Awards – national

The Distinction Awards value scale has been removed as NHS Wales have advised that there are no longer any award holders in Wales.

	<b>01.04.19</b>
A+	78,963
A	58,189
B	33,253