

### Clinical academic pay scales (Northern Ireland) from 1 April 2020

- *Pay scales for Scotland, Wales and England are issued separately.*
- *These salaries apply from 1 April 2020*

#### 1a Clinical academics below the level of consultant (pre 2009 scale)

	01.04.19	<b>01.04.20</b>
Clinical Lecturer		
1	33,383	34,318
2	35,038	36,019
3	36,690	37,717
4	38,344	39,418
5	40,338	41,467
6	42,334	43,519
7	44,329	45,570
8	46,323	47,620
9	48,317	49,670
§10	53,505	55,003
§11	57,804	59,423
§*12	62,104	63,843
Senior Lecturer/ Reader		
§	53,505	55,003
§	57,804	59,423
§	62,104	63,843
§	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, that is a matter for local determination.

§ These points are HE specific pay scales that have no HSC equivalent.

\* This point relates only to dentists paid on clinical academic scales.

**1b Clinical academics below the level of consultant (post 2009 scale)**

	01.04.19	<b>01.04.19</b>
Clinical Lecturer†		
1	33,956	34,907
2	36,690	37,717
3	38,344	39,418
4	40,338	41,467
5	42,334	43,519
6	44,329	45,570
7	46,323	47,620
8	48,317	49,670
9	50,312	51,721
§10	55,588	57,144
§11	60,058	61,740
§*12	64,524	66,331
Senior Lecturer/ Reader		
§	53,505	55,003
§	57,804	59,423
§	62,104	63,843
§	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, that is a matter for local determination.

§ These points are HE specific pay scales that have no HSC equivalent.

\* This point relates only to dentists paid on clinical academic scales

**2 Staff holding honorary contract (pre 2003 contract)**

01.04.18	01.04.19	<b>01.04.20</b>
65,008	66,633	68,499
69,659	71,400	73,399
74,311	76,169	78,302
78,963	80,937	83,203
84,268	86,375	88,794

**3 2003 Consultant Contract: basic salary for staff holding consultant contracts whose first appointment as a consultant was on or after 1 February 2004**

Threshold	Years completed as a consultant	Basic salary at April 2019 rates	<b>Basic salary at April 2020 rates</b>	Period before eligibility for next threshold
1	0	80,253	82,500	1 year
2	1	82,767	85,084	1 year
3	2	85,280	87,668	1 year
4	3	87,792	90,250	1 year
5	4	90,298	92,826	5 years
	5	90,298	92,826	4 years
	6	90,298	92,826	3 years
	7	90,298	92,826	2 years
	8	90,298	92,826	1 year
6	9	96,268	98,964	5 years
	10	96,268	98,964	4 years
	11	96,268	98,964	3 years
	12	96,268	98,964	2 years
	13	96,268	98,964	1 year
7	14	102,237	105,100	5 years
	15	102,237	105,100	4 years
	16	102,237	105,100	3 years
	17	102,237	105,100	2 years
	18	102,237	105,100	1 year
8	19	108,200	111,230	

**4 2003 Consultant Contract: basic salary for staff holding honorary consultant contracts whose first appointment as a 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		96,268	98,964
	One year	7	102,237	105,100
	Two years	8	108,200	111,230
21-29	On transfer		90,298	92,826
	One year	6	96,268	98,964
	Two years	7	102,237	105,100
	Three years	8	108,200	111,230
	On transfer		90,298	92,826
	One year	6	96,268	98,964
20	Three years	7	102,237	105,100
	Four years	8	108,200	111,230
19	On transfer		90,298	92,826
	One year	6	96,268	98,964
	Three years	7	102,237	105,100
	Five years	8	108,200	111,230
	On transfer		90,298	92,826
18	One year	6	96,268	98,964
	Two years	6	96,268	98,964
	Three years	7	102,237	105,100
	Five years	8	108,200	111,230
17	On transfer		90,298	92,826
	Two years	6	96,268	98,964
	Four years	7	102,237	105,100
	Six years	8	108,200	111,230
16	On transfer		90,298	92,826
	Three years	6	96,268	98,964
	Four years	7	102,237	105,100
	Seven years	8	108,200	111,230
15	On transfer		90,298	92,826
	Three years	6	96,268	98,964
	Four years	7	102,237	105,100
	Eight years	8	108,200	111,230
14	On transfer		90,298	92,826
	Three years	6	96,268	98,964
	Five years	7	102,237	105,100
	Nine years	8	108,200	111,230
13	On transfer		90,298	92,826
	Three years	6	96,268	98,964
	Five years	7	102,237	105,100
	Ten years	8	108,200	111,230
12	On transfer		90,268	92,826
	Three years	6	96,268	98,964

	Six years	7	102,237	105,100
	Eleven years	8	£108,200	111,230
<b>Seniority at transfer (years)</b>	<b>Years after transfer before threshold level changes</b>	<b>Pay Threshold</b>	<b>2019</b>	<b>2020</b>
11	On transfer		90,298	92,826
	Four years	6	96,268	98,964
	Seven years	7	102,237	105,100
	Twelve years	8	108,200	111,230
10	On transfer		90,298	92,826
	Four years	6	96,268	98,964
	Eight years	7	102,237	105,100
	Thirteen years	8	108,200	111,230
9	On transfer		90,298	92,826
	Four years	6	96,268	98,964
	Nine years	7	102,237	105,100
	Fourteen years	8	108,200	111,230
8	On transfer		90,298	92,826
	Five years	6	96,268	98,964
	Ten years	7	102,237	105,100
	Fifteen years	8	108,200	111,230
7	On transfer		90,298	92,826
	Five years	6	96,268	98,964
	Ten years	7	102,237	105,100
	Fifteen years	8	108,200	111,230
6	On transfer		89,045	91,538
	One year	5	90,298	92,826
	Five years	6	96,268	98,964
	Ten years	7	102,237	105,100
	Fifteen years	8	108,200	111,230
5	On transfer		87,792	90,250
	One year	*	89,045	91,538
	Two years	5	90,298	92,826
	Six years	6	96,268	98,964
	Eleven years	7	102,237	105,100
	Sixteen years	8	108,200	111,230
4	On transfer		82,139	84,439
	One year	3	85,280	87,668
	Two years	4	87,792	90,250
	Three years	5	90,298	92,826
	Six years	6	96,268	98,964
	Eleven years	7	102,237	105,100
	Sixteen years	8	108,200	111,230
3	On transfer		81,507	83,789
	One year	*	84,020	86,373
	Two years	4	87,792	90,250
	Three years	5	90,298	92,826

	Seven years	6	96,268	98,964
	Twelve years	7	102,237	105,100
	Seventeen years	8	108,200	111,230
<b>Seniority at transfer (years)</b>	<b>Years after transfer before threshold level changes</b>	<b>Pay Threshold</b>	<b>2019</b>	<b>2020</b>
2	On transfer		80,880	83,145
	One year	2	82,767	85,084
	Two years	4	87,792	90,250
	Three years	5	90,268	92,826
	Eight years	6	96,268	98,994
	Thirteen years	7	102,237	105,100
	Eighteen years	8	108,200	111,230
1	On transfer		80,253	82,500
	One year	*	81,507	83,789
	Two years	3	85,280	87,668
	Three years	4	87,792	90,250
	Four years	5	90,298	92,826
	Nine years	6	96,268	98,964
	Fourteen years	7	102,237	105,100
	Nineteen years	8	108,200	111,230

## 5 Additional Programmed Activities

The value of an Additional Programmed Activity (APA) is 10% of basic salary plus 10% of any CEA award up to level 9. Where an honorary consultant holds discretionary points or a local clinical excellence award ABOVE the level 9 discretionary point, the APA is capped at level 9 / Bronze level (£35,484 at April 2020 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £35,484 (April 2020 rate).

## 6 Clinical Excellence Awards – awarded by Local Committees (either contract)

Level	01.04.18	01.04.19	01.04.20
1	2,957	2,957	2,957
2	5,914	5,914	5,914
3	8,871	8,871	8,871
4	11,828	11,828	11,828
5	14,785	14,785	14,785
6	17,742	17,742	17,742
7	23,656	23,656	23,656
8	29,570	29,570	29,570
9	35,484	35,484	35,484

## 7 Clinical Excellence Awards – awarded by NICEAC (either contract)

Level	01.04.18	01.04.19	<b>01.04.20</b>
9 Bronze	35,484	35,484	35,484
10 Silver	46,644	46,644	46,644
11 Gold	58,305	58,305	58,305
12 Platinum	75,796	75,796	75,796

## 8 Consultants – Discretionary points (old contract)

	01.04.18	01.04.19	<b>01.04.20</b>
1	3,204	3,204	3,204
2	6,408	6,408	6,408
3	9,612	9,612	9,612
4	12,816	12,816	12,816
5	16,020	16,020	16,020
6	19,224	19,224	19,224
7	22,428	22,428	22,428
8	25,632	25,632	25,632

## 9 Consultants – distinction awards (old contract)

	01.04.18	01.04.19	<b>01.04.20</b>
A+	75,889	75,889	75,889
A	55,924	55,924	55,924
B	31,959	31,959	31,959

For any queries about these pay scales please contact Nicola Carter, Head of HR Advice, UCEA at [n.carter@ucea.ac.uk](mailto:n.carter@ucea.ac.uk) or Alison McGrand, Senior Employment Policy Adviser at [a.mcgrand@ucea.ac.uk](mailto:a.mcgrand@ucea.ac.uk). Except where noted as HE-specific, these scales are based on the latest pay circular published by the Department of Health Northern Ireland, Workforce Policy Directorate. Scales are drafted by UCEA and agreed by the BMA, UCU and BDA.