

Clinical academic pay scales (England) from 1 April 2024 **Updated October 2024**

1. Summary of changes

Consultants

In addition to the reform of the salary scales for medical and dental consultants effective from 1 March 2024, the salary scales for medical and dental consultants have been increased by 6% to basic pay with effect from **1 April 2024** as notified in [UCEA Update 24:032](#).

Doctors and dentists in training – October 2024 update

Salary scales for doctors and dentists in training (as revised following agreement with the Westminster Government - please see UCEA clinical academic pay scales (England) 1 April 2023 Updated October 2024) have been increased by 6% to basic pay plus a consolidated increase of £1,000 with effect from **1 April 2024**. Please see tables 2, 3, 5 and 6 below.

The values of flexible pay premia have been increased by 6% effective from 1 April 2024.

The values of National Clinical Impact Awards (NCIAs), National Clinical Excellence Awards (NCEAs) pre-April 2022, Local CEAs under the pre-April 2018 scheme, discretionary points and distinction awards remain unchanged. The post-2018 LCEA scheme has been withdrawn, under the 2024 pay agreement – further information on frozen award values for consultants is available on the [NHS website](#).

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	2023	2024
1	FY1	33,600	36,616
2	FY2	38,687	42,008
3	CT1 or ST1/SpR1	46,141	49,909
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	57,382	61,825
	ST4 / SpR4		
	ST5 / SpR5		
5	ST6 / SpR6	65,495	70,425
	ST7 / SpR7		
	ST8 / SpR8		

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	2023	2024
3	DCT1	46,141	49,909
	DCT2		
4	DCT3	57,382	61,825
	ST1 – ST3 (Dental specialty training) **		
5	ST4 – ST8 (Dental specialty training)	65,495	70,425

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

** Dentists in training at ST4 and ST5 are on Nodal point 5 with effect from 1 April 2022

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 2023	Full-time, annual value* 2024	Eligibility	Notes
Academia	£4,921	£5,216	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 £3,076 and £8,201** per annum	Between £3,260 and £8,693** per annum	Payable in the NHS to oral and maxillofacial surgery trainees at ST3 and above only	As per paragraphs 42-44 of Schedule 2 of the NHS contract
Hard to fill training programmes	<u>Psychiatry</u> : £4,101 per annum for core training. £3,076 per annum for a 4 year higher training programme £4,101 per annum for a 3 year higher training programme. <u>Emergency Medicine</u> : as dual qualification above	<u>Psychiatry</u> : £4,347 per annum for core training. £3,260 per annum for a 4 year higher training programme, £4,347 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	£10,086	£10,691	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	£4,921	£5,216	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.

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

Pre-2009 Clinical Lecturer Scale†		
	01.04.23	01.04.24
1	40,052	43,455
2	41,971	45,490
3	43,891	47,524
4	45,810	49,559
5	48,125	52,013
6	50,442	54,468
7	52,758	56,923
8	55,073	59,377
9	57,389	61,833
§10	63,410	68,215
§11	68,402	73,506
§*12	73,395	78,799
Senior Lecturer / Reader Scale		
	01.04.23	01.04.24
§	63,410	68,215
§	68,402	73,506
§	73,395	78,799
§	78,392	84,096
§	84,759	90,845
§	89,163	95,513

† 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 £1,000 in line with the updated September 2024 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†		
	01.04.23	01.04.24
1	40,716	44,159
2	43,891	47,524
3	45,810	49,559
4	48,125	52,013
5	50,442	54,468
6	52,758	56,923
7	55,073	59,377
8	57,389	61,833
9	59,706	64,288
§10	65,829	70,779
§11	71,019	76,280
§*12	76,203	81,775
Senior Lecturer / Reader Scale		
	01.04.23	01.04.24
§	63,410	68,215
§	68,402	73,506
§	73,395	78,799
§	78,392	84,096
§	84,759	90,845
§	89,163	95,513

† 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 £1,000 in line with the August 2024 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	01.04.23	01.04.24
Minimum	77,769	82,435
1 st	83,334	88,334
2 nd	88,900	94,234
3 rd	94,464	100,132
4 th	100,810	106,859

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

New Threshold/ (Old Threshold)	Years completed as a consultant	Basic salary at 1 March 2024 rates	Basic salary at 1 April 2024 rates	Period before eligibility for next threshold
1 (1)	0	99,532	105,504	3 years
1 (2)	1	99,532	105,504	2 years
1 (3)	2	99,532	105,504	1 year
2a (4)	3	105,390	111,714	1 year
2b (5)	4	108,390	114,894	4 years
2b (5)	5	108,390	114,894	3 years
2b (5)	6	108,390	114,894	2 years
2b (5)	7	108,390	114,894	1 year
3 (5)	8	118,884	126,018	6 years
3 (6)	9	118,884	126,018	5 years
3 (6)	10	118,884	126,018	4 years
3 (6)	11	118,884	126,018	3 years
3 (6)	12	118,884	126,018	2 years
3 (6)	13	118,884	126,018	1 year
4 (7)	14	131,964	139,882	-
4 (7)	15	131,964	139,882	-
4 (7)	16	131,964	139,882	-
4 (7)	17	131,964	139,882	-
4 (7)	18	131,964	139,882	-
4 (8)	19	131,964	139,882	-

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	New Pay Threshold	April 2024
30+	On transfer	3	126,018
	One year	4	139,882
	Two years	4	139,882
21-29	On transfer	2b	114,894
	One year	3	126,018
	Two years	4	139,882
20	On transfer	2b	114,894
	One year	3	126,018
	Three years	4	139,882
19	On transfer	2b	114,894
	One year	3	126,018

	Three years	4	139,882
18	On transfer	2b	114,894
	Two years	3	126,018
	Three years	4	139,882
17	On transfer	2b	114,894
	Two years	3	126,018
	Four years	4	139,882
16	On transfer	2b	114,894
	Three years	3	126,018
	Four years	4	139,882
15	On transfer	2b	114,894
	Three years	3	126,018
	Four years	4	139,882
14	On transfer	2b	114,894
	Three years	3	126,018
	Five years	4	139,882
13	On transfer	2b	114,894
	Three years	3	126,018
	Five years	4	139,882
12	On transfer	2b	114,894
	Three years	3	126,018
	Six years	4	139,882
11	On transfer	2b	114,894
	Four years	3	126,018
	Seven years	4	139,882
10	On transfer	2b	114,894
	Four years	3	126,018
	Eight years	4	139,882
9	On transfer	2b	114,894
	Four years	3	126,018
	Nine years	4	139,882
8	On transfer	2b	114,894
	Four years	3	126,018
	ten years	4	139,882
7	On transfer	2b	114,894
	Four years	3	126,018
	Ten years	4	139,882
6	On transfer	2b	114,894
	Five years	3	126,018
	Ten years	4	139,882
5	On transfer	2a	111,714
	One year	2b	114,894
	Six years	3	126,018
	Eleven years	4	139,882
4	On transfer	1	105,504
	Two years	2a	111,714
	Three years	2b	114,894
	Six years	3	126,018

	Eleven years	4	139,882
3	On transfer	1	105,504
	Two years	2a	111,714
	Three years	2b	114,894
	Seven years	3	126,018
	Twelve years	4	139,882
2	On transfer	1	105,504
	Two years	2a	111,714
	Three years	2b	114,894
	Seven years	3	126,018
	Thirteen years	4	139,882
1	On transfer	1	105,504
	Three years	2a	111,714
	Four years	2b	114,894
	Eight years	3	126,018
	Fourteen years	4	139,882

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

Level	01.04.23
9 Bronze	36,192
10 Silver	47,582
11 Gold	59,477
12 Platinum	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)

	01.04.23
1	3,268
2	6,536
3	9,804
4	13,072
5	16,340
6	19,608
7	22,876
8	26,144

15. Consultants – distinction awards (either contract)

	01.04.23
A+	77,415
A	57,048
B	32,601