

Clinical academic pay scales (England) from 1 April 2020

1. Summary of changes

Salary scales for doctors and dentists 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 2020.

Salary scales for medical and dental consultants have not been uplifted. The uplifts for these scales are pending the report of the Doctors' and Dentists' Review Body (DDRB) which is intending to report in May. The government will then consider the DDRB report and recommendations and we will advise members once we have confirmation of any pay increases. 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 also remain unchanged pending the DDRB review.

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 | 38,693** |
| | CT2 or ST2/SpR2 | | |
| 4 | CT3 or ST3 / SpR3 | 48,075 | 49,036 |
| | ST4 / SpR4 | | |
| | ST5 / SpR5 | | |
| | ST6 / SpR6 | | |
| | 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 | 2019 | 2020 |
| 3 | DCT1 | 37,935 | 38,693** |
| | DCT2 | | |
| 4 | DCT3 | 48,075 | 49,036 |
| | 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.

*For doctors in Oral and Maxillofacial Surgery training programmes, refer to the Doctors in training table above

**These figures are based on standard uplift calculations. A £1 increase to this value will be implemented as soon as possible and applied from 1 April to align this figure with the nodal point 3 value in the framework agreement.

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.

| 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.

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

| Incremental Points | 01.04.19 | 01.04.20 |
|--------------------|-----------------|-----------------|
| Minimum | 66,306 | 66,306 |
| 1 st | 71,051 | 71,051 |
| 2 nd | 75,796 | 75,796 |
| 3 rd | 80,541 | 80,541 |
| 4 th | 85,951 | 85,951 |