

Clinical academic pay scales (England) from 1 April 2017

1. Summary of changes

All pay points have increased by 1%, including the nodal pay points in the new pay system for junior doctors and clinical academic trainees. Clinical Excellence Awards have also increased by 1%.

For details on how to apply the new pay system for clinical academic trainees, and the associated transitional arrangements, please see the relevant [UCEA pay briefing](#). Please note that the figures in the pay briefing still relate to the 2016 nodal pay points.

2. Non-consolidated awards

No new non-consolidated awards apply. Previous non-consolidated awards, as detailed in [UCEA Update 16:035](#), ceased on 31 March 2017.

3. Pay for clinical academic doctors in training ('new' 2016 pay system)

Pay for doctors in training			
Nodal point	Stage of NHS training	2016	2017
1	FY1	26,350	26,614
2	FY2	30,500	30,805
3	CT1 or ST1/SpR1	36,100	36,461
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	45,750	46,208
	ST4 / SpR4		
	ST5 / SpR5		
	ST6 / SpR6		
	ST7 / SpR7		
	ST8 / SpR8		

4. Pay for clinical academic dentists in training (2016 contract / new system)

Pay for dentists in training			
Nodal point	Stage of NHS training	2016	2017
3	CT1	36,100	36,461
	CT2		
4	CT3	45,750	46,208
	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

5. 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 value 2016*	2017 value	Eligibility	Notes
Academia	£4,000 per annum	£4,040	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	Between £2,500 and £6,667** per annum	Between £2,525 and £6,734** 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> : £3,334 per annum for core training, £2,500 per annum for a 4 year higher training programme £3,334 per annum for a 3 year higher training programme. <u>Emergency Medicine</u> : as dual qualification above	<u>Psychiatry</u> : £3,367 per annum for core training, £2,525 per annum for a 4 year higher training programme £3,367 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 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	£8,200 per annum	£8,282	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

* 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

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

Pre-2009 Clinical Lecturer Scale[†]		
	01.04.16	01.04.17
1	31,614	31,931
2	33,180	33,512
3	34,746	35,093
4	36,312	36,675
5	38,200	38,582
6	40,090	40,491
7	41,979	42,399
8	43,868	44,307
9	45,757	46,215
[§] 10	50,669	51,176
[§] 11	54,741	55,288
[§] *12	58,813	59,401
Senior Lecturer/ Reader Scale		
	01.04.16	01.04.17
[§]	50,669	51,176
[§]	54,741	55,288
[§]	58,813	59,401
[§]	62,890	63,519
[§]	68,084	68,765
[§]	71,676	72,393

[†] 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 1% 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. Clinical academics below the level of consultant (post 2009 scale) and Senior Lecturer / Reader Scale

Post-2009 Clinical Lecturer Scale[†]		
	01.04.16	01.04.17
1	32,156	32,478
2	34,746	35,093
3	36,312	36,675
4	38,200	38,582
5	40,090	40,491
6	41,979	42,399
7	43,868	44,307
8	45,757	46,215
9	47,647	48,123
§10	52,643	53,169
§11	56,875	57,444
§*12	61,105	61,716
Senior Lecturer/ Reader Scale		
	01.04.16	01.04.17
§	50,669	51,176
§	54,741	55,288
§	58,813	59,401
§	62,890	63,519
§	68,084	68,765
§	71,676	72,393

[†] 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 1% 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.

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

Incremental Points	01.04.16	01.04.17
Minimum	63,102	63,733
1 st	67,617	68,293
2 nd	72,133	72,855
3 rd	76,649	77,415
4 th	81,798	82,616

9. 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 2016 rates	Basic salary at April 2017 rates	Period before eligibility for next threshold
1	0	76,001	76,761	1 year
2	1	78,381	79,165	1 year
3	2	80,761	81,568	1 year
4	3	83,141	83,972	1 year
5	4	85,514	86,369	5 years
	5	85,514	86,369	4 years
	6	85,514	86,369	3 years
	7	85,514	86,369	2 years
	8	85,514	86,369	1 year
6	9	91,166	92,078	5 years
	10	91,166	92,078	4 years
	11	91,166	92,078	3 years
	12	91,166	92,078	2 years
	13	91,166	92,078	1 year
7	14	96,819	97,787	5 years
	15	96,819	97,787	4 years
	16	96,819	97,787	3 years
	17	96,819	97,787	2 years
	18	96,819	97,787	1 year
8	19	102,465	103,490	-

10. 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	2016	2017
30+	On transfer		91,166	92,078
	One year	7	96,819	97,787
	Two years	8	102,465	103,490
21-29	On transfer		85,514	86,369
	One year	6	91,166	92,078
	Two years	7	96,819	97,787
	Three years	8	102,465	103,490
20	On transfer		85,514	86,369
	One year	6	91,166	92,078
	Three years	7	96,819	97,787
	Four years	8	102,465	103,490
19	On transfer		85,514	86,369
	One year	6	91,166	92,078
	Three years	7	96,819	97,787
	Five years	8	102,465	103,490
18	On transfer		85,514	86,369
	Two years	6	91,166	92,078
	Three years	7	96,819	97,787
	Five years	8	102,465	103,490
17	On transfer		85,514	86,369
	Two years	6	91,166	92,078
	Four years	7	96,819	97,787
	Six years	8	102,465	103,490
16	On transfer		85,514	86,369
	Three years	6	91,166	92,078
	Four years	7	96,819	97,787
	Seven years	8	102,465	103,490
15	On transfer		85,514	86,369
	Three years	6	91,166	92,078
	Four years	7	96,819	97,787
	Eight years	8	102,465	103,490
14	On transfer		85,514	86,369
	Three years	6	91,166	92,078
	Five years	7	96,819	97,787
	Nine years	8	102,465	103,490
13	On transfer		85,514	86,369
	Three years	6	91,166	92,078
	Five years	7	96,819	97,787
	Ten years	8	102,465	103,490
12	On transfer		85,514	86,369
	Three years	6	91,166	92,078
	Six years	7	96,819	97,787

	Eleven years	8	102,465	103,490
11	On transfer		85,514	86,369
	Four years	6	91,166	92,078
	Seven years	7	96,819	97,787
	Twelve years	8	102,465	103,490
10	On transfer		85,514	86,369
	Four years	6	91,166	92,078
	Eight years	7	96,819	97,787
	Thirteen years	8	102,465	103,490
9	On transfer		85,514	86,369
	Four years	6	91,166	92,078
	Nine years	7	96,819	97,787
	Fourteen years	8	102,465	103,490
8	On transfer		85,514	86,369
	Five years	6	91,166	92,078
	Ten years	7	96,819	97,787
	Fifteen years	8	102,465	103,490
7	On transfer		85,514	86,369
	Five years	6	91,166	92,078
	Ten years	7	96,819	97,787
	Fifteen years	8	102,465	103,490
6	On transfer		84,327	85,170
	One year	5	85,514	86,369
	Five years	6	91,166	92,078
	Ten years	7	96,819	97,787
	Fifteen years	8	102,465	103,490
5	On transfer		83,141	83,972
	One year	‡	‡84,327	‡85,170
	Two years	5	85,514	86,369
	Six years	6	91,166	92,078
	Eleven years	7	96,819	97,787
	Sixteen years	8	102,465	103,490
4	On transfer		77,788	78,566
	One year	3	80,761	81,569
	Two years	4	83,141	83,972
	Three years	5	85,514	86,369
	Six years	6	91,166	92,078
	Eleven years	7	96,819	97,787
	Sixteen years	8	102,465	103,490
3	On transfer		77,189	77,961
	One year	‡	‡79,568	‡80,364
	Two years	4	83,141	83,972
	Three years	5	85,514	86,369
	Seven years	6	91,166	92,078
	Twelve years	7	96,819	97,787
	Seventeen years	8	102,465	103,490
2	On transfer		76,594	77,360
	One year	2	78,381	79,165

	Two years	4	83,141	83,972
	Three years	5	85,514	86,369
	Eight years	6	91,166	92,078
	Thirteen years	7	96,819	97,787
	Eighteen years	8	102,465	103,490
1	On transfer		76,001	76,761
	One year	‡	‡77,189	‡77,961
	Two years	3	80,761	81,569
	Three years	4	83,141	83,972
	Four years	5	85,514	86,369
	Nine years	6	91,166	92,078
	Fourteen years	7	96,819	97,787
	Nineteen years	8	102,465	103,490

‡ for consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes

11. 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 (£36,192 at April 2017 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £36,192.

12. Clinical Excellence Awards – awarded by Local Committees (either contract)

Level	01.04.16	01.04.17
1	2,986	3,016
2	5,972	6,032
3	8,958	9,048
4	11,944	12,064
5	14,930	15,080
6	17,916	18,096
7	23,888	24,128
8	29,860	30,160
9	35,832	36,192

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

Level	01.04.16	01.04.17
9 Bronze	35,832	36,192
10 Silver	47,110	47,582
11 Gold	58,888	59,477
12 Platinum	76,554	77,320

14. Consultants – additional points (either contract)

	01.04.16	01.04.17
1	3,237	3,268
2	6,473	6,536
3	9,709	9,804
4	12,945	13,072
5	16,181	16,340
6	19,417	19,608
7	22,653	22,876
8	25,889	26,144

15. Consultants – distinction awards (either contract)

	01.04.16	01.04.17
A+	76,648	77,415
A	56,483	57,048
B	32,278	32,601