

Clinical academic pay scales (England) from 1 April 2025

1. Summary of changes

Consultants

The salary scales for medical and dental consultants have been increased by 4.0% to basic pay following the Government decision on the recommendations of the Doctors' and Dentists' Review Body (DDRB). The pay uplifts are effective from **1 April 2025**.

Doctors and dentists in training

The salary scales for doctors and dentists in training have been increased by 4.0% to basic pay plus a consolidated increase of £750 with effect from **1 April 2025**.

The values of flexible pay premia have been increased by 4% effective from **1 April 2025**.

The values of National Clinical Impact Awards (NCIAs), the closed Local Clinical Excellence Awards, 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 The post-2018 LCEA scheme has been withdrawn, under the 2024 pay agreement.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 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	2024	2025
1	FY1	36,616	38,831
2	FY2	42,008	44,439
3	CT1 or ST1/SpR1	49,909	52,656
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	61,825	65,048
	ST4 / SpR4		
	ST5 / SpR5		
5	ST6 / SpR6	70,425	73,992
	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	2024	2025
3	DCT1	49,909	52,656
	DCT2		
4	DCT3	61,825	65,048
	ST1 – ST3 (Dental specialty training) **		
5	ST4 – ST8 (Dental specialty training)	70,425	73,992

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 2024	Full-time, annual value* 2025	Eligibility	Notes
Academia	£5,216	£5,424	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 £3,260 and £8,693** per annum	Between £3,390 and £9,040** 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> : £4,347 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	<u>Psychiatry</u> : £4,520 per annum for core training. £3,390 per annum for a 4 year higher training programme, £4,520 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	£10,691	£11,118	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	£5,216	£5,424	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.

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

Pre-2009 Clinical Lecturer Scale†		
	01.04.24	01.04.25
1	43,455	45,943
2	45,490	48,059
3	47,524	50,175
4	49,559	52,291
5	52,013	54,843
6	54,468	57,397
7	56,923	59,950
8	59,377	62,502
9	61,833	65,056
§10	68,215	71,694
§11	73,506	77,196
§*12	78,799	82,701
Senior Lecturer / Reader Scale		
	01.04.24	01.04.25
§	68,215	71,694
§	73,506	77,196
§	78,799	82,701
§	84,096	88,210
§	90,845	95,229
§	95,513	100,084

† 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 4% increase has been applied plus an additional £750 in line with the June 2025 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[†]		
	01.04.24	01.04.25
1	44,159	46,675
2	47,524	50,175
3	49,559	52,291
4	52,013	54,843
5	54,468	57,397
6	56,923	59,950
7	59,377	62,502
8	61,833	65,056
9	64,288	67,610
§10	70,779	74,360
§11	76,280	80,081
§*12	81,775	85,796
Senior Lecturer / Reader Scale		
	01.04.24	01.04.25
§	68,215	71,694
§	73,506	77,196
§	78,799	82,701
§	84,096	88,210
§	90,845	95,229
§	95,513	100,084

[†] 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 4% increase has been applied plus an additional £750 in line with the June 2025 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	01.04.24	01.04.25
Minimum	82,435	85,732
1 st	88,334	91,867
2 nd	94,234	98,003
3 rd	100,132	104,138
4 th	106,859	111,133

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 April 2024 rates	Basic salary at 1 April 2025 rates	Period before eligibility for next threshold
1 (1)	0	105,504	109,725	3 years
1 (2)	1	105,504	109,725	2 years
1 (3)	2	105,504	109,725	1 year
2a (4)	3	111,714	116,182	1 year
2b (5)	4	114,894	119,490	4 years
2b (5)	5	114,894	119,490	3 years
2b (5)	6	114,894	119,490	2 years
2b (5)	7	114,894	119,490	1 year
3 (5)	8	126,018	131,058	6 years
3 (6)	9	126,018	131,058	5 years
3 (6)	10	126,018	131,058	4 years
3 (6)	11	126,018	131,058	3 years
3 (6)	12	126,018	131,058	2 years
3 (6)	13	126,018	131,058	1 year
4 (7)	14	139,882	145,478	-
4 (7)	15	139,882	145,478	-
4 (7)	16	139,882	145,478	-
4 (7)	17	139,882	145,478	-
4 (7)	18	139,882	145,478	-
4 (8)	19	139,882	145,478	-

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 2025
30+	On transfer	3	131,058
	One year	4	145,478
	Two years	4	145,478
21-29	On transfer	2b	119,490
	One year	3	131,058
	Two years	4	145,478
20	On transfer	2b	119,490
	One year	3	131,058
	Three years	4	145,478
19	On transfer	2b	119,490
	One year	3	131,058

	Three years	4	145,478
18	On transfer	2b	119,490
	Two years	3	131,058
	Three years	4	145,478
17	On transfer	2b	119,490
	Two years	3	131,058
	Four years	4	145,478
16	On transfer	2b	119,490
	Three years	3	131,058
	Four years	4	145,478
15	On transfer	2b	119,490
	Three years	3	131,058
	Four years	4	145,478
14	On transfer	2b	119,490
	Three years	3	131,058
	Five years	4	145,478
13	On transfer	2b	119,490
	Three years	3	131,058
	Five years	4	145,478
12	On transfer	2b	119,490
	Three years	3	131,058
	Six years	4	145,478
11	On transfer	2b	119,490
	Four years	3	131,058
	Seven years	4	145,478
10	On transfer	2b	119,490
	Four years	3	131,058
	Eight years	4	145,478
9	On transfer	2b	119,490
	Four years	3	131,058
	Nine years	4	145,478
8	On transfer	2b	119,490
	Four years	3	131,058
	ten years	4	145,478
7	On transfer	2b	119,490
	Four years	3	131,058
	Ten years	4	145,478
6	On transfer	2b	119,490
	Five years	3	131,058
	Ten years	4	145,478
5	On transfer	2a	116,182
	One year	2b	119,490
	Six years	3	131,058
	Eleven years	4	145,478
4	On transfer	1	109,725
	Two years	2a	116,182
	Three years	2b	119,490
	Six years	3	131,058

	Eleven years	4	145,478
3	On transfer	1	109,725
	Two years	2a	116,182
	Three years	2b	119,490
	Seven years	3	131,058
	Twelve years	4	145,478
2	On transfer	1	109,725
	Two years	2a	116,182
	Three years	2b	119,490
	Seven years	3	131,058
	Thirteen years	4	145,478
1	On transfer	1	109,725
	Three years	2a	116,182
	Four years	2b	119,490
	Eight years	3	131,058
	Fourteen years	4	145,478

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 2024 are not part of an 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	Pre-April 2018
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 Impact awards - awarded by ACCIA from April 2022 (either contract)

Level	01.04.25
Level 1	20,000
Level 2	30,000
Level 3	40,000

13. Consultants – discretionary 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

14. Consultants – distinction awards (either contract)

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