

## **Clinical academic pay scales (England) from 1 April 2026 (updated August 2026)**

### **1. Summary of changes**

#### **Doctors and dentists in training**

The salary scales for doctors and dentists in training were increased by 3.5% to basic pay following the Government decision on the recommendations of the Doctors' and Dentists' Review Body (DDRB) effective from **1 April 2026**. The values of flexible pay premia were also increased by 3.5% effective from **1 April 2026**.

Following agreement between the Government and the BMA, the nodal pay point system has been restructured from five points to 10 points to align with stages of training. The UCEA pay scales in tables 2 and 3 below have therefore been amended to include the five additional scale points. HEIs should review the nodal pay point and relevant stage of training of individual doctors and dentists in training to implement any relevant changes.

The Flexible pay premia set out in table 4 have also been amended to reflect the agreement that the GP flexible pay premium will no longer be defined as a hard-to-fill programme supplement and has been renamed the general practice registrar enhancement. The table has also been realigned to make clearer that histopathology is defined for the purposes of pay premia as a hard-to-fill training programme.

For details on the post-2016 nodal 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.

#### **Consultants**

The salary scales for medical and dental consultants were increased by 3.5% to basic pay effective from **1 April 2026**.

The values of National Clinical Impact Awards (NCIAs) have been increased by 5% to align with the 2025 DDRB recommendation backdated to **1 April 2025**.

The values of 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 The post-2018 LCEA scheme has been withdrawn, under the 2024 pay agreement.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](#).

**2. Table 2 - Pay for clinical academic doctors in training (2016 contract / pay system [updated 2018])**

| Stage of NHS training | Nodal Point | 1 April 2025 | 1 April 2026<br>(DDRB + NPR)* |
|-----------------------|-------------|--------------|-------------------------------|
| FY1                   | 1           | 38,831       | 41,226                        |
| FY2                   | 2           | 44,439       | 47,610                        |
| CT1 or ST1 / SpR1     | 3a          | 52,656       | 55,355                        |
| CT2 or ST2 / SpR2     | 3b          | 52,656       | 55,355                        |
| CT3 or ST3 / SpR3     | 4a          | 65,048       | 67,325                        |
| ST4 / SpR4            | 4b          | 65,048       | 67,998                        |
| ST5 / SpR5            | 4c          | 65,048       | 67,998                        |
| ST6 / SpR6            | 5a          | 73,992       | 76,582                        |
| ST7 / SpR7            | 5b          | 73,992       | 77,348                        |
| ST8 / SpR8            | 5c          | 73,992       | 77,348                        |

\* The 2026-27 pay-scale includes both the application of the accepted 3.5% DDRB recommendation and the subsequently applied negotiated nodal point reform increases. The pay award for 2027-28 is unknown but DHSC have committed to engaging with the independent DDRB pay process for 2027/28.

**3. Table 3 - Pay for clinical academic dentists in training \*\* (2016 contract / pay system [updated 2018])**

| Stage of NHS training | Nodal Point | 1 April 2025 | 1 April 2026<br>(DDRB + NPR)* |
|-----------------------|-------------|--------------|-------------------------------|
| DCT1                  | 3a          | 52,656       | 55,355                        |
| DCT2                  | 3b          | 52,656       | 55,355                        |
| DCT3 and ST1          | 4a          | 65,048       | 67,325                        |
| ST2                   | 4b          | 65,048       | 67,998                        |
| ST3                   | 4c          | 65,048       | 67,998                        |
| ST4                   | 5a          | 73,992       | 76,582                        |
| ST5                   | 5b          | 73,992       | 77,348                        |
| ST6                   | 5c          | 73,992       | 77,348                        |
| ST7                   | 5c          | 73,992       | 77,348                        |
| ST8                   | 5c          | 73,992       | 77,348                        |

\* The 2026-27 pay-scale includes both the application of the accepted 3.5% DDRB recommendation and the subsequently applied negotiated nodal point reform increases. The pay award for 2027-28 is unknown but DHSC have committed to engaging with the independent DDRB pay process for 2027-28.

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.

#### 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 2025                                                                                                                                                                                                                                                                           | Full-time, annual value* 2026                                                                                                                                                                                                                                                                          | Eligibility                                                                                                                                                                                                                                                          | Notes                                                                                                                                                                                                                                                                       |
| Academia                                           | £5,424                                                                                                                                                                                                                                                                                                 | £5,614                                                                                                                                                                                                                                                                                                 | Paid following successful completion of a higher degree and return to clinical training                                                                                                                                                                              | As per paragraphs 36-41 of Schedule 2 of the TCS. Full details on eligibility criteria have been agreed by NIHR, HEE, the Department of Health and NHS Employers. See the <a href="#">UCEA website for a copy</a>                                                           |
| Dual qualification<br>- OFMS                       | Between £3,390 and £9,040** per annum                                                                                                                                                                                                                                                                  | Between £3,509 and £9,357** 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 <a href="#">TCS</a>                                                                                                                                                                                                            |
| Hard to fill training programmes                   | <p><b>Psychiatry:</b> £4,520 per annum for <u>core training</u>. £3,390 per annum for a 4-year <u>higher training</u> programme, £4,520 per annum for a 3-year <u>higher training</u> programme.</p> <p><b>Emergency Medicine:</b> as dual qualification above</p> <p><b>Histopathology</b> £5,424</p> | <p><b>Psychiatry:</b> £4,679 per annum for <u>core training</u>. £3,509 per annum for a 4-year <u>higher training</u> programme, £4,679 per annum for a 3-year <u>higher training</u> programme.</p> <p><b>Emergency Medicine:</b> as dual qualification above</p> <p><b>Histopathology</b> £5,614</p> | <p>Currently payable only to:</p> <ul style="list-style-type: none"> <li>Psychiatry core trainees</li> <li>Payable to Psychiatry higher trainees</li> <li>Emergency medicine trainees at ST4 and above</li> <li>Payable to trainees in ST1 and above only</li> </ul> | 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. |
| GP register enhancement                            | £11,118                                                                                                                                                                                                                                                                                                | £11,508                                                                                                                                                                                                                                                                                                | 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 the training programme. See Table 2 of [NHS Pay Circular](#) for details.

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

| <b>Pre-2009 Clinical Lecturer Scale†</b> |          |                 |
|------------------------------------------|----------|-----------------|
|                                          | 01.04.25 | <b>01.04.26</b> |
| 1                                        | 45,943   | 47,551          |
| 2                                        | 48,059   | 49,741          |
| 3                                        | 50,175   | 51,931          |
| 4                                        | 52,291   | 54,121          |
| 5                                        | 54,843   | 56,763          |
| 6                                        | 57,397   | 59,406          |
| 7                                        | 59,950   | 62,049          |
| 8                                        | 62,502   | 64,690          |
| 9                                        | 65,056   | 67,333          |
| §10                                      | 71,694   | 74,203          |
| §11                                      | 77,196   | 79,898          |
| §*12                                     | 82,701   | 85,596          |
| <b>Senior Lecturer / Reader Scale</b>    |          |                 |
|                                          | 01.04.25 | <b>01.04.26</b> |
| §                                        | 71,694   | 74,203          |
| §                                        | 77,196   | 79,898          |
| §                                        | 82,701   | 85,596          |
| §                                        | 88,210   | 91,297          |
| §                                        | 95,229   | 98,562          |
| §                                        | 100,084  | 103,587         |

† 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 3.5% 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**

| <b>Post-2009 Clinical Lecturer Scale<sup>†</sup></b> |          |                 |
|------------------------------------------------------|----------|-----------------|
|                                                      | 01.04.25 | <b>01.04.26</b> |
| 1                                                    | 46,675   | 48,309          |
| 2                                                    | 50,175   | 51,931          |
| 3                                                    | 52,291   | 54,121          |
| 4                                                    | 54,843   | 56,763          |
| 5                                                    | 57,397   | 59,406          |
| 6                                                    | 59,950   | 62,049          |
| 7                                                    | 62,502   | 64,690          |
| 8                                                    | 65,056   | 67,333          |
| 9                                                    | 67,610   | 69,976          |
| §10                                                  | 74,360   | 76,963          |
| §11                                                  | 80,081   | 82,884          |
| §*12                                                 | 85,796   | 88,799          |
| <b>Senior Lecturer / Reader Scale</b>                |          |                 |
|                                                      | 01.04.25 | <b>01.04.26</b> |
| §                                                    | 71,694   | 74,203          |
| §                                                    | 77,196   | 79,898          |
| §                                                    | 82,701   | 85,596          |
| §                                                    | 88,210   | 91,297          |
| §                                                    | 95,229   | 98,562          |
| §                                                    | 100,084  | 103,587         |

<sup>†</sup> 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 3.5% 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 | 01.04.25 | <b>01.04.26</b> |
|--------------------|----------|-----------------|
| Minimum            | 85,732   | 88,733          |
| 1 <sup>st</sup>    | 91,867   | 95,082          |
| 2 <sup>nd</sup>    | 98,003   | 101,433         |
| 3 <sup>rd</sup>    | 104,138  | 107,782         |
| 4 <sup>th</sup>    | 111,133  | 115,023         |

**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/<br>(Old Threshold) | Years completed as a consultant | Basic salary at 1 April 2025 rates | Basic salary at 1 April 2026 rates | Period before eligibility for next threshold |
|-----------------------------------|---------------------------------|------------------------------------|------------------------------------|----------------------------------------------|
| 1 (1)                             | 0                               | 109,725                            | 113,565                            | 3 years                                      |
| 1 (2)                             | 1                               | 109,725                            | 113,565                            | 2 years                                      |
| 1 (3)                             | 2                               | 109,725                            | 113,565                            | 1 year                                       |
| 2a (4)                            | 3                               | 116,182                            | 120,249                            | 1 year                                       |
| 2b (5)                            | 4                               | 119,490                            | 123,672                            | 4 years                                      |
| 2b (5)                            | 5                               | 119,490                            | 123,672                            | 3 years                                      |
| 2b (5)                            | 6                               | 119,490                            | 123,672                            | 2 years                                      |
| 2b (5)                            | 7                               | 119,490                            | 123,672                            | 1 year                                       |
| 3 (5)                             | 8                               | 131,058                            | 135,645                            | 6 years                                      |
| 3 (6)                             | 9                               | 131,058                            | 135,645                            | 5 years                                      |
| 3 (6)                             | 10                              | 131,058                            | 135,645                            | 4 years                                      |
| 3 (6)                             | 11                              | 131,058                            | 135,645                            | 3 years                                      |
| 3 (6)                             | 12                              | 131,058                            | 135,645                            | 2 years                                      |
| 3 (6)                             | 13                              | 131,058                            | 135,645                            | 1 year                                       |
| 4 (7)                             | 14                              | 145,478                            | 150,569                            | -                                            |
| 4 (7)                             | 15                              | 145,478                            | 150,569                            | -                                            |
| 4 (7)                             | 16                              | 145,478                            | 150,569                            | -                                            |
| 4 (7)                             | 17                              | 145,478                            | 150,569                            | -                                            |
| 4 (7)                             | 18                              | 145,478                            | 150,569                            | -                                            |
| 4 (8)                             | 19                              | 145,478                            | 150,569                            | -                                            |

**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 2026 |
|-------------------------------|-----------------------------------------------------|-------------------|------------|
| 30+                           | On transfer                                         | 3                 | 135,645    |
|                               | One year                                            | 4                 | 150,569    |
|                               | Two years                                           | 4                 | 150,569    |
| 21-29                         | On transfer                                         | 2b                | 123,672    |
|                               | One year                                            | 3                 | 135,645    |
|                               | Two years                                           | 4                 | 150,569    |
| 20                            | On transfer                                         | 2b                | 123,672    |
|                               | One year                                            | 3                 | 135,645    |
|                               | Three years                                         | 4                 | 150,569    |
| 19                            | On transfer                                         | 2b                | 123,672    |
|                               | One year                                            | 3                 | 135,645    |

|    |              |    |         |
|----|--------------|----|---------|
|    | Three years  | 4  | 150,569 |
| 18 | On transfer  | 2b | 123,672 |
|    | Two years    | 3  | 135,645 |
|    | Three years  | 4  | 150,569 |
| 17 | On transfer  | 2b | 123,672 |
|    | Two years    | 3  | 135,645 |
|    | Four years   | 4  | 150,569 |
| 16 | On transfer  | 2b | 123,672 |
|    | Three years  | 3  | 135,645 |
|    | Four years   | 4  | 150,569 |
| 15 | On transfer  | 2b | 123,672 |
|    | Three years  | 3  | 135,645 |
|    | Four years   | 4  | 150,569 |
| 14 | On transfer  | 2b | 123,672 |
|    | Three years  | 3  | 135,645 |
|    | Five years   | 4  | 150,569 |
| 13 | On transfer  | 2b | 123,672 |
|    | Three years  | 3  | 135,645 |
|    | Five years   | 4  | 150,569 |
| 12 | On transfer  | 2b | 123,672 |
|    | Three years  | 3  | 135,645 |
|    | Six years    | 4  | 150,569 |
| 11 | On transfer  | 2b | 123,672 |
|    | Four years   | 3  | 135,645 |
|    | Seven years  | 4  | 150,569 |
| 10 | On transfer  | 2b | 123,672 |
|    | Four years   | 3  | 135,645 |
|    | Eight years  | 4  | 150,569 |
| 9  | On transfer  | 2b | 123,672 |
|    | Four years   | 3  | 135,645 |
|    | Nine years   | 4  | 150,569 |
| 8  | On transfer  | 2b | 123,672 |
|    | Four years   | 3  | 135,645 |
|    | ten years    | 4  | 150,569 |
| 7  | On transfer  | 2b | 123,672 |
|    | Four years   | 3  | 135,645 |
|    | Ten years    | 4  | 150,569 |
| 6  | On transfer  | 2b | 123,672 |
|    | Five years   | 3  | 135,645 |
|    | Ten years    | 4  | 150,569 |
| 5  | On transfer  | 2a | 120,249 |
|    | One year     | 2b | 123,672 |
|    | Six years    | 3  | 135,645 |
|    | Eleven years | 4  | 150,569 |
| 4  | On transfer  | 1  | 113,565 |
|    | Two years    | 2a | 120,249 |
|    | Three years  | 2b | 123,672 |
|    | Six years    | 3  | 135,645 |

|   |                |    |         |
|---|----------------|----|---------|
|   | Eleven years   | 4  | 150,569 |
| 3 | On transfer    | 1  | 113,565 |
|   | Two years      | 2a | 120,249 |
|   | Three years    | 2b | 123,672 |
|   | Seven years    | 3  | 135,645 |
|   | Twelve years   | 4  | 150,569 |
| 2 | On transfer    | 1  | 113,565 |
|   | Two years      | 2a | 120,249 |
|   | Three years    | 2b | 123,672 |
|   | Seven years    | 3  | 135,645 |
|   | Thirteen years | 4  | 150,569 |
| 1 | On transfer    | 1  | 113,565 |
|   | Three years    | 2a | 120,249 |
|   | Four years     | 2b | 123,672 |
|   | Eight years    | 3  | 135,645 |
|   | Fourteen years | 4  | 150,569 |

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. National Clinical Impact awards - awarded by ACCIA from April 2022 (either contract)

| Level   | 01.04.24 | 01.04.25 |
|---------|----------|----------|
| Level 1 | 20,000   | 21,000   |
| Level 2 | 30,000   | 31,500   |
| Level 3 | 40,000   | 42,000   |

## 12. 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 |

**13. Consultants – discretionary points (either contract)**

|   |                 |
|---|-----------------|
|   | <b>01.04.23</b> |
| 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)**

|    |                 |
|----|-----------------|
|    | <b>01.04.23</b> |
| A+ | 77,415          |
| A  | 57,048          |
| B  | 32,601          |