

## Clinical academic pay scales (England) from 1 April 2022

### 1. Summary of changes

Salary scales for doctors and dentists in training have been increased by 2% to basic pay effective from 1 April 2022, in line with the [2019 Framework Agreement](#) notified in UCEA [Update 19:074](#). The values of flexible pay premia also increased by 2% effective from 1 April 2022. The increase to Nodal point 5 reflects the additional £1,200 investment in Nodal Point 5 as set out in the Framework Agreement

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.

The salary scales for medical and dental consultants and the values of National Clinical Excellence Awards (CEAs pre-April 2022) and Local CEAs under the previous scheme (pre-April 2018), Local CEAs under the new scheme (April 2018 to March 2021), discretionary points and distinction awards remain unchanged for the time being. Any further increases to salary scales for medical and dental consultants will be notified following the government decision on the recommendations of the Doctors' and Dentists' Review Body.

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

<b>Pay for doctors in training</b>			
<b>Nodal point</b>	<b>Stage of NHS training</b>	<b>2021</b>	<b>2022</b>
1	FY1	28,808	29,384
2	FY2	33,345	34,012
3	CT1 or ST1/SpR1	39,467	40,257
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	50,017	51,017
	ST4 / SpR4		
	ST5 / SpR5		
5	ST6 / SpR6	56,077	58,398
	ST7 / SpR7		
	ST8 / SpR8		

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

<b>Pay for dentists in training</b>			
<b>Nodal point</b>	<b>Stage of NHS training</b>	<b>2021</b>	<b>2022</b>
3	DCT1	39,467	40,257
	DCT2		
4	DCT3	50,017	51,017
	ST1 – ST5 (Dental specialty training)		
5	ST6 – ST8 (Dental specialty training)	56,077	58,398

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 2021	Full-time, annual value* 2022	Eligibility	Notes
Academia	£4,374	£4,461	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 <a href="#">UCEA website for a copy.</a>
Dual qualification - OFMS	Between £2,734 and £7,289** per annum	Between £2,789 and £7,435** 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> : £3,645 per annum for core training. £2,734 per annum for a 4 year higher training programme £3,645 per annum for a 3 year higher training programme. <u>Emergency Medicine</u> : as dual qualification above	<u>Psychiatry</u> : £3,718 per annum for core training. £2,789 per annum for a 4 year higher training programme, £3,718 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"> <li>Psychiatry core trainees</li> <li>Payable to Psychiatry higher trainees</li> <li>Emergency medicine trainees at ST4 and above</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. However, the value also stays constant; it does not increase or decrease if the value changes for future cohorts
GP	£8,965	£9,144	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	£4,374	£4,461	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**

<b>Pre-2009 Clinical Lecturer Scale†</b>		
	01.04.21	<b>01.04.22</b>
1	34,563	35,254
2	36,274	37,000
3	37,986	38,746
4	39,698	40,492
5	41,763	42,598
6	43,828	44,705
7	45,894	46,812
8	47,959	48,918
9	50,025	51,025
§10	55,395	56,502
§11	59,845	61,042
§*12	64,298	65,584
<b>Senior Lecturer / Reader Scale</b>		
	01.04.21	<b>01.04.22</b>
§	55,395	56,502
§	59,845	61,042
§	64,298	65,584
§	68,755	70,130
§	74,433	75,922
§	78,360	79,927

† 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 March 2022 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†</b>		
	01.04.21	<b>01.04.22</b>
1	35,155	35,858
2	37,986	38,746
3	39,698	40,492
4	41,763	42,598
5	43,828	44,705
6	45,894	46,812
7	47,959	48,918
8	50,025	51,025
9	52,090	53,132
§10	57,551	58,702
§11	62,179	63,423
§*12	66,803	68,139
<b>Senior Lecturer / Reader Scale</b>		
	01.04.21	<b>01.04.22</b>
§	55,395	56,502
§	59,845	61,042
§	64,298	65,584
§	68,755	70,130
§	74,433	75,922
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§ These points are HE specific pay scales that have no NHS equivalent. A 2% increase has been applied in line with the March 2022 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	01.04.20	<b>01.04.21</b>
Minimum	68,163	70,208
1 <sup>st</sup>	73,040	75,231
2 <sup>nd</sup>	77,919	80,256
3 <sup>rd</sup>	82,796	85,280
4 <sup>th</sup>	88,358	91,009

**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**

Threshold	Years completed as a consultant	Basic salary at April 2020 rates	<b>Basic salary at April 2021 rates</b>	Period before eligibility for next threshold
1	0	82,096	84,559	1 year
2	1	84,667	87,207	1 year
3	2	87,238	89,855	1 year
4	3	89,809	92,503	1 year
5	4	92,372	95,144	5 years
	5	92,372	95,144	4 years
	6	92,372	95,144	3 years
	7	92,372	95,144	2 years
	8	92,372	95,144	1 year
6	9	98,477	101,432	5 years
	10	98,477	101,432	4 years
	11	98,477	101,432	3 years
	12	98,477	101,432	2 years
	13	98,477	101,432	1 year
7	14	104,584	107,721	5 years
	15	104,584	107,721	4 years
	16	104,584	107,721	3 years
	17	104,584	107,721	2 years
	18	104,584	107,721	1 year
8	19	110,683	114,003	-

**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	Pay Threshold	2020	2021
30+	On transfer		98,477	101,432
	One year	7	104,584	107,721
	Two years	8	110,683	114,003
21-29	On transfer		92,372	95,144
	One year	6	98,477	101,432
	Two years	7	104,584	107,721
	Three years	8	110,683	114,003
20	On transfer		92,372	95,144
	One year	6	98,477	101,432
	Three years	7	104,584	107,721
	Four years	8	110,683	114,003
19	On transfer		92,372	95,144
	One year	6	98,477	101,432
	Three years	7	104,584	107,721
	Five years	8	110,683	114,003
18	On transfer		92,372	95,144
	Two years	6	98,477	101,432
	Three years	7	104,584	107,721
	Five years	8	110,683	114,003
17	On transfer		92,372	95,144
	Two years	6	98,477	101,432
	Four years	7	104,584	107,721
	Six years	8	110,683	114,003
16	On transfer		92,372	95,144
	Three years	6	98,477	101,432
	Four years	7	104,584	107,721
	Seven years	8	110,683	114,003
15	On transfer		92,372	95,144
	Three years	6	98,477	101,432
	Four years	7	104,584	107,721
	Eight years	8	110,683	114,003
14	On transfer		92,372	95,144
	Three years	6	98,477	101,432
	Five years	7	104,584	107,721
	Nine years	8	110,683	114,003
13	On transfer		92,372	95,144
	Three years	6	98,477	101,432
	Five years	7	104,584	107,721
	Ten years	8	110,683	114,003
12	On transfer		92,372	95,144
	Three years	6	98,477	101,432
	Six years	7	104,584	107,721

	Eleven years	8	110,683	114,003
11	On transfer		92,372	95,144
	Four years	6	98,477	101,432
	Seven years	7	104,584	107,721
	Twelve years	8	110,683	114,003
10	On transfer		92,372	95,144
	Four years	6	98,477	101,432
	Eight years	7	104,584	107,721
	Thirteen years	8	110,683	114,003
9	On transfer		92,372	95,144
	Four years	6	98,477	101,432
	Nine years	7	104,584	107,721
	Fourteen years	8	110,683	114,003
8	On transfer		92,372	95,144
	Five years	6	98,477	101,432
	Ten years	7	104,584	107,721
	Fifteen years	8	110,683	114,003
7	On transfer		92,372	95,144
	Five years	6	98,477	101,432
	Ten years	7	104,584	107,721
	Fifteen years	8	110,683	114,003
6	On transfer		91,090	93,823
	One year	5	92,372	95,144
	Five years	6	98,477	101,432
	Ten years	7	104,584	107,721
	Fifteen years	8	110,683	114,003
5	On transfer		89,809	92,503
	One year	‡	91,090	93,823
	Two years	5	92,372	95,144
	Six years	6	98,477	101,432
	Eleven years	7	104,584	107,721
	Sixteen years	8	110,683	114,003
4	On transfer		84,026	86,547
	One year	3	87,238	89,855
	Two years	4	89,809	92,503
	Three years	5	92,372	95,144
	Six years	6	98,477	101,432
	Eleven years	7	104,584	107,721
	Sixteen years	8	110,683	114,003
3	On transfer		83,379	85,880
	One year	‡	85,950	88,528
	Two years	4	89,809	92,503
	Three years	5	92,372	95,144
	Seven years	6	98,477	101,432
	Twelve years	7	104,584	107,721
	Seventeen years	8	110,683	114,003
2	On transfer		82,738	85,220
	One year	2	84,667	87,207



	Two years	4	89,809	92,503
	Three years	5	92,372	95,144
	Eight years	6	98,477	101,432
	Thirteen years	7	104,584	107,721
	Eighteen years	8	110,683	114,003
1	On transfer		82,096	84,559
	One year	‡	83,379	85,880
	Two years	3	87,238	89,855
	Three years	4	89,809	92,503
	Four years	5	92,372	95,144
	Nine years	6	98,477	101,432
	Fourteen years	7	104,584	107,721
	Nineteen years	8	110,683	114,003

‡ 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 2021 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £36,192.

New Local CEAs awarded from April 2018 (see 13 below) are not part of an APA uplift.

### 11. Existing Clinical Excellence Awards (CEAs) awarded by Local Committees (either contract) – Local CEAs granted prior to 1 April 2018 under existing 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. New Local CEAs

Local CEA awards granted between 1 April 2018 and 31 March 2021.

Awarded by local committees	
Unit value of an employer-based award (equivalent to one point)	3,092

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

<b>Level</b>	<b>01.04.20</b>	<b>01.04.21</b>
9 Bronze	36,192	36,192
10 Silver	47,582	47,582
11 Gold	59,477	59,477
12 Platinum	77,320	77,320

**14. Consultants – additional points (either contract)**

	<b>01.04.20</b>	<b>01.04.21</b>
1	3,268	3,268
2	6,536	6,536
3	9,804	9,804
4	13,072	13,072
5	16,340	16,340
6	19,608	19,608
7	22,876	22,876
8	26,144	26,144

**15. Consultants – distinction awards (either contract)**

	<b>01.04.20</b>	<b>01.04.21</b>
A+	77,415	77,415
A	57,048	57,048
B	32,601	32,601