

## Clinical academic pay scales (England) from 1 October 2018

### 1. Summary of changes

Salary scales for medical and dental consultants have increased by 1.5% to basic pay. Salary scales for doctors in training have increased by 2% to basic pay. The pay uplifts are effective from 1 October 2018. The values of National Clinical Excellence Awards (CEAs) and Local CEAs under the previous scheme, discretionary points and distinction awards remain unchanged.

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. Local CEAs granted between 1 April 2018 and 31 March 2021

NHS employers have 0.25% of the 2018-19 consultant pay bill funding available in 2018-19 which they can use as transitional funding to manage the costs of running a local CEA round or to increase the investment funds available for awards. Further details about the new Local CEA scheme are available in [UCEA Update 18:033](#).

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

Pay for doctors in training			
Nodal point	Stage of NHS training	2017	2018
1	FY1	26,614	27,146
2	FY2	30,805	31,422
3	CT1 or ST1/SpR1	36,461	37,191
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	46,208	47,132
	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	2017	2018
3	CT1	36,461	37,191
	CT2		
4	CT3	46,208	47,132
	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, annual value 2017	Full-time, annual value* 2018	Eligibility	Notes
Academia	£4,040	£4,121	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 £2,525 and £6,734** per annum	Between £2,576 and £6,868** 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> : £3,367 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	<u>Psychiatry</u> : £3,434 per annum for core training, £2,576 per annum for a 4 year higher training programme, £3,434 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 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	£8,282	£8,448	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	/	£4,121	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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**6. Clinical academics below the level of consultant (pre 2009 scale) and Senior Lecturer / Reader Scale**

<b>Pre-2009 Clinical Lecturer Scale†</b>		
	<b>01.04.17</b>	<b>01.10.18</b>
1	31,931	32,569
2	33,512	34,182
3	35,093	35,795
4	36,675	37,408
5	38,582	39,354
6	40,491	41,300
7	42,399	43,247
8	44,307	45,193
9	46,215	47,139
§10	51,176	52,200
§11	55,288	56,394
§*12	59,401	60,589
<b>Senior Lecturer/ Reader Scale</b>		
	<b>01.04.17</b>	<b>01.10.18</b>
§	51,176	52,200
§	55,288	56,394
§	59,401	60,589
§	63,519	64,789
§	68,765	70,140
§	72,393	73,841

† 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.

**7. Clinical academics below the level of consultant (post 2009 scale) and Senior Lecturer / Reader Scale**

<b>Post-2009 Clinical Lecturer Scale†</b>		
	<b>01.04.17</b>	<b>01.10.18</b>
1	32,478	33,127
2	35,093	35,795
3	36,675	37,408
4	38,582	39,354
5	40,491	41,300
6	42,399	43,247
7	44,307	45,193
8	46,215	47,139
9	48,123	49,086
§10	53,169	54,232
§11	57,444	58,593
§*12	61,716	62,950
<b>Senior Lecturer/ Reader Scale</b>		
	<b>01.04.17</b>	<b>01.10.18</b>
§	51,176	52,200
§	55,288	56,394
§	59,401	60,589
§	63,519	64,789
§	68,765	70,140
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† 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.

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

Incremental Points	01.04.17	<b>01.10.18</b>
Minimum	63,733	64,689
1 <sup>st</sup>	68,293	69,318
2 <sup>nd</sup>	72,855	73,948
3 <sup>rd</sup>	77,415	78,576
4 <sup>th</sup>	82,616	83,855

**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 2017 rates	<b>Basic salary at October 2018 rates</b>	Period before eligibility for next threshold
1	0	76,761	77,913	1 year
2	1	79,165	80,352	1 year
3	2	81,568	82,792	1 year
4	3	83,972	85,232	1 year
5	4	86,369	87,665	5 years
	5	86,369	87,665	4 years
	6	86,369	87,665	3 years
	7	86,369	87,665	2 years
	8	86,369	87,665	1 year
6	9	92,078	93,459	5 years
	10	92,078	93,459	4 years
	11	92,078	93,459	3 years
	12	92,078	93,459	2 years
	13	92,078	93,459	1 year
7	14	97,787	99,254	5 years
	15	97,787	99,254	4 years
	16	97,787	99,254	3 years
	17	97,787	99,254	2 years
	18	97,787	99,254	1 year
8	19	103,490	105,042	-

**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	2017	2018
30+	On transfer		92,078	93,459
	One year	7	97,787	99,254
	Two years	8	103,490	105,042
21-29	On transfer		86,369	87,665
	One year	6	92,078	93,459
	Two years	7	97,787	99,254
	Three years	8	103,490	105,042
20	On transfer		86,369	87,665
	One year	6	92,078	93,459
	Three years	7	97,787	99,254
	Four years	8	103,490	105,042
19	On transfer		86,369	87,665
	One year	6	92,078	93,459
	Three years	7	97,787	99,254
	Five years	8	103,490	105,042
18	On transfer		86,369	87,665
	Two years	6	92,078	93,459
	Three years	7	97,787	99,254
	Five years	8	103,490	105,042
17	On transfer		86,369	87,665
	Two years	6	92,078	93,459
	Four years	7	97,787	99,254
	Six years	8	103,490	105,042
16	On transfer		86,369	87,665
	Three years	6	92,078	93,459
	Four years	7	97,787	99,254
	Seven years	8	103,490	105,042
15	On transfer		86,369	87,665
	Three years	6	92,078	93,459
	Four years	7	97,787	99,254
	Eight years	8	103,490	105,042
14	On transfer		86,369	87,665
	Three years	6	92,078	93,459
	Five years	7	97,787	99,254
	Nine years	8	103,490	105,042
13	On transfer		86,369	87,665
	Three years	6	92,078	93,459
	Five years	7	97,787	99,254
	Ten years	8	103,490	105,042
12	On transfer		86,369	87,665
	Three years	6	92,078	93,459
	Six years	7	97,787	99,254



	Eleven years	8	103,490	105,042
11	On transfer		86,369	87,665
	Four years	6	92,078	93,459
	Seven years	7	97,787	99,254
	Twelve years	8	103,490	105,042
10	On transfer		86,369	87,665
	Four years	6	92,078	93,459
	Eight years	7	97,787	99,254
	Thirteen years	8	103,490	105,042
9	On transfer		86,369	87,665
	Four years	6	92,078	93,459
	Nine years	7	97,787	99,254
	Fourteen years	8	103,490	105,042
8	On transfer		86,369	87,665
	Five years	6	92,078	93,459
	Ten years	7	97,787	99,254
	Fifteen years	8	103,490	105,042
7	On transfer		86,369	87,665
	Five years	6	92,078	93,459
	Ten years	7	97,787	99,254
	Fifteen years	8	103,490	105,042
6	On transfer		85,170	86,448
	One year	5	86,369	87,665
	Five years	6	92,078	93,459
	Ten years	7	97,787	99,254
	Fifteen years	8	103,490	105,042
5	On transfer		83,972	85,232
	One year	‡	‡85,170	86,448
	Two years	5	86,369	87,665
	Six years	6	92,078	93,459
	Eleven years	7	97,787	99,254
	Sixteen years	8	103,490	105,042
4	On transfer		78,566	79,744
	One year	3	81,569	82,792
	Two years	4	83,972	85,232
	Three years	5	86,369	87,665
	Six years	6	92,078	93,459
	Eleven years	7	97,787	99,254
	Sixteen years	8	103,490	105,042
3	On transfer		77,961	79,130
	One year	‡	‡80,364	81,569
	Two years	4	83,972	85,232
	Three years	5	86,369	87,665
	Seven years	6	92,078	93,459
	Twelve years	7	97,787	99,254
	Seventeen years	8	103,490	105,042
2	On transfer		77,360	78,521
	One year	2	79,165	80,352

	Two years	4	83,972	85,232
	Three years	5	86,369	87,665
	Eight years	6	92,078	93,459
	Thirteen years	7	97,787	99,254
	Eighteen years	8	103,490	105,042
1	On transfer		76,761	77,913
	One year	‡	77,961	79,130
	Two years	3	81,569	82,792
	Three years	4	83,972	85,232
	Four years	5	86,369	87,665
	Nine years	6	92,078	93,459
	Fourteen years	7	97,787	99,254
	Nineteen years	8	103,490	105,042

‡ 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 CEA **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.

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

## 12. 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

## 13. 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)	3,016

## 14. National Clinical Excellence Awards – awarded by ACCEA (either contract)

Level	01.04.17	01.10.18
9 Bronze	36,192	36,192
10 Silver	47,582	47,582
11 Gold	59,477	59,477
12 Platinum	77,320	77,320

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

	01.04.17	<b>01.10.18</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

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

	01.04.17	<b>01.10.18</b>
A+	77,415	77,415
A	57,048	57,048
B	32,601	32,601