Clinical academic pay scales (England) from 1 April 2020

1. Summary of changes
Salary scales for doctors and dentists in training have increased by 2% to basic pay. The values of flexible pay premia have increased by 2%. The pay uplifts are effective from 1 April 2020.

Salary scales for medical and dental consultants have not been uplifted. The uplifts for these scales are pending the report of the Doctors’ and Dentists’ Review Body (DDRB) which is intending to report in May. The government will then consider the DDRB report and recommendations and we will advise members once we have confirmation of any pay increases. The values of National Clinical Excellence Awards (CEAs) and Local CEAs under the previous scheme (pre-April 2018), LEAs under the new scheme (April 2018 to March 2021), discretionary points and distinction awards also remain unchanged pending the DDRB review.

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])

<table>
<thead>
<tr>
<th>Nodal point</th>
<th>Stage of NHS training</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
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<td>FY1</td>
<td>27,689</td>
<td>28,243</td>
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<td>38,694</td>
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<tr>
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<td>CT2 or ST2/SpR2</td>
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<td>CT3 or ST3 / SpR3</td>
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<td>ST7 / SpR7</td>
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<td>ST8 / SpR8</td>
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3. Pay for clinical academic dentists* in training (2016 contract / pay system [updated 2018])

<table>
<thead>
<tr>
<th>Nodal point</th>
<th>Stage of NHS training</th>
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<th>2020</th>
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<td>38,694</td>
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<td>4</td>
<td>DCT3</td>
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<td></td>
<td>ST1 – ST8 (Dental specialty training)</td>
<td>48,075</td>
<td>49,036</td>
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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.
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.

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<th>Pre-2009 Clinical Lecturer Scale†</th>
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<th>01.04.20</th>
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<table>
<thead>
<tr>
<th>Senior Lecturer / Reader Scale</th>
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<td>54,309</td>
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<td>§</td>
<td>57,522</td>
<td>58,672</td>
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<td>63,037</td>
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8. Staff holding honorary consultant contract (pre-2003 contract)

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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

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<tr>
<th>Threshold</th>
<th>Years completed as a consultant</th>
<th>Basic salary at April 2018 rates</th>
<th>Basic salary at April 2019 rates</th>
<th>Period before eligibility for next threshold</th>
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<td>105,042</td>
<td>107,668</td>
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### 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

<table>
<thead>
<tr>
<th>Seniority at transfer (years)</th>
<th>Years after transfer before threshold level changes</th>
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<th>2019</th>
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<td>Four years 8</td>
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<td>Three years 7</td>
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<td>Five years 7</td>
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<tr>
<td>Six years</td>
<td>6</td>
<td>93,459</td>
<td>95,795</td>
<td></td>
</tr>
<tr>
<td>Eleven years</td>
<td>7</td>
<td>99,254</td>
<td>101,735</td>
<td></td>
</tr>
<tr>
<td>Sixteen years</td>
<td>8</td>
<td>105,042</td>
<td>107,668</td>
<td></td>
</tr>
<tr>
<td>4 On transfer</td>
<td></td>
<td>79,744</td>
<td>81,737</td>
<td></td>
</tr>
<tr>
<td>One year</td>
<td>3</td>
<td>82,792</td>
<td>84,862</td>
<td></td>
</tr>
<tr>
<td>Two years</td>
<td>4</td>
<td>85,232</td>
<td>87,362</td>
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</tr>
<tr>
<td>Three years</td>
<td>5</td>
<td>87,665</td>
<td>89,856</td>
<td></td>
</tr>
<tr>
<td>Six years</td>
<td>6</td>
<td>93,459</td>
<td>95,795</td>
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<tr>
<td>Eleven years</td>
<td>7</td>
<td>99,254</td>
<td>101,735</td>
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</tr>
<tr>
<td>Sixteen years</td>
<td>8</td>
<td>105,042</td>
<td>107,668</td>
<td></td>
</tr>
<tr>
<td>3 On transfer</td>
<td></td>
<td>79,130</td>
<td>81,108</td>
<td></td>
</tr>
<tr>
<td>One year</td>
<td>3</td>
<td>81,569</td>
<td>83,609</td>
<td></td>
</tr>
<tr>
<td>Two years</td>
<td>4</td>
<td>85,232</td>
<td>87,362</td>
<td></td>
</tr>
<tr>
<td>Three years</td>
<td>5</td>
<td>87,665</td>
<td>89,856</td>
<td></td>
</tr>
<tr>
<td>Seven years</td>
<td>6</td>
<td>93,459</td>
<td>95,795</td>
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</tr>
<tr>
<td>Twelve years</td>
<td>7</td>
<td>99,254</td>
<td>101,735</td>
<td></td>
</tr>
<tr>
<td>Seventeen years</td>
<td>8</td>
<td>105,042</td>
<td>107,668</td>
<td></td>
</tr>
<tr>
<td>Year</td>
<td>On transfer</td>
<td>One year</td>
<td>Two years</td>
<td>Three years</td>
</tr>
<tr>
<td>------</td>
<td>-------------</td>
<td>----------</td>
<td>-----------</td>
<td>-------------</td>
</tr>
<tr>
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<td>82,792</td>
<td>87,665</td>
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<td>80,484</td>
<td>82,361</td>
<td>87,362</td>
<td>89,856</td>
</tr>
</tbody>
</table>

‡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 (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 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 awarded from April 2018 (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

<table>
<thead>
<tr>
<th>Level</th>
<th>CEA Award</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3,016</td>
</tr>
<tr>
<td>2</td>
<td>6,032</td>
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<tr>
<td>3</td>
<td>9,048</td>
</tr>
<tr>
<td>4</td>
<td>12,064</td>
</tr>
<tr>
<td>5</td>
<td>15,080</td>
</tr>
<tr>
<td>6</td>
<td>18,096</td>
</tr>
<tr>
<td>7</td>
<td>24,128</td>
</tr>
<tr>
<td>8</td>
<td>30,160</td>
</tr>
<tr>
<td>9</td>
<td>36,192</td>
</tr>
</tbody>
</table>
13. New Local CEAs

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

<table>
<thead>
<tr>
<th>Awarded by local committees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit value of an employer-based award (equivalent to one point)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Level</th>
<th>01.10.18</th>
<th>01.04.19</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 Bronze</td>
<td>36,192</td>
<td>36,192</td>
</tr>
<tr>
<td>10 Silver</td>
<td>47,582</td>
<td>47,582</td>
</tr>
<tr>
<td>11 Gold</td>
<td>59,477</td>
<td>59,477</td>
</tr>
<tr>
<td>12 Platinum</td>
<td>77,320</td>
<td>77,320</td>
</tr>
</tbody>
</table>

15. Consultants – additional points (either contract)

<table>
<thead>
<tr>
<th>Level</th>
<th>01.10.18</th>
<th>01.04.19</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3,268</td>
<td>3,268</td>
</tr>
<tr>
<td>2</td>
<td>6,536</td>
<td>6,536</td>
</tr>
<tr>
<td>3</td>
<td>9,804</td>
<td>9,804</td>
</tr>
<tr>
<td>4</td>
<td>13,072</td>
<td>13,072</td>
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<tr>
<td>5</td>
<td>16,340</td>
<td>16,340</td>
</tr>
<tr>
<td>6</td>
<td>19,608</td>
<td>19,608</td>
</tr>
<tr>
<td>7</td>
<td>22,876</td>
<td>22,876</td>
</tr>
<tr>
<td>8</td>
<td>26,144</td>
<td>26,144</td>
</tr>
</tbody>
</table>

16. Consultants – distinction awards (either contract)

<table>
<thead>
<tr>
<th>Level</th>
<th>01.10.18</th>
<th>01.04.19</th>
</tr>
</thead>
<tbody>
<tr>
<td>A+</td>
<td>77,415</td>
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<tr>
<td>B</td>
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</tbody>
</table>