

**Clinical academic pay scales (England) from 1 April 2017**

# 1. Summary of changes

All pay points have increased by 1%, including the nodal pay points in the new pay system for junior doctors and clinical academic trainees. Clinical Excellence Awards have also increased by 1%.

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.](http://www.ucea.ac.uk/en/empres/clinical/conpay/england/index.cfm) Please note that the figures in the pay briefing still relate to the 2016 nodal pay points.

# 2. Non-consolidated awards

No new non-consolidated awards apply. Previous non-consolidated awards, as detailed in [UCEA Update 16:035,](http://www.ucea.ac.uk/en/empres/clinical/updatesca/cau16.cfm) ceased on 31 March 2017.

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Pay for doctors in training** | |  |
| **Nodal point** | **Stage of NHS training** | **2016** | **2017** |
| 1 | FY1 | 26,350 | 26,614 |
| 2 | FY2 | 30,500 | 30,805 |
| 3 | CT1 or ST1/SpR1 | 36,100 | 36,461 |
| CT2 or ST2/SpR2 |
| 4 | CT3 or ST3 / SpR3 | 45,750 | 46,208 |
| 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** | **2016** | **2017** |
| 3 | CT1 | 36,100 | 36,461 |
| CT2 |
| 4 | CT3 | 45,750 | 46,208 |
| 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

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

|  |  |  |
| --- | --- | --- |
| **Pre-2009 Clinical Lecturer Scale†** | | |
|  | **01.04.16** | **01.04.17** |
| 1 | 31,614 | 31,931 |
| 2 | 33,180 | 33,512 |
| 3 | 34,746 | 35,093 |
| 4 | 36,312 | 36,675 |
| 5 | 38,200 | 38,582 |
| 6 | 40,090 | 40,491 |
| 7 | 41,979 | 42,399 |
| 8 | 43,868 | 44,307 |
| 9 | 45,757 | 46,215 |
| §10 | 50,669 | 51,176 |
| §11 | 54,741 | 55,288 |
| §\*12 | 58,813 | 59,401 |
| **Senior Lecturer/ Reader Scale** | | |
|  | **01.04.16** | **01.04.17** |
| § | 50,669 | 51,176 |
| § | 54,741 | 55,288 |
| § | 58,813 | 59,401 |
| § | 62,890 | 63,519 |
| § | 68,084 | 68,765 |
| § | 71,676 | 72,393 |

† 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 1% 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 | 01.04.16 | **01.04.17** |
| Minimum | 63,102 | 63,733 |
| 1st | 67,617 | 68,293 |
| 2nd | 72,133 | 72,855 |
| 3rd | 76,649 | 77,415 |
| 4th | 81,798 | 82,616 |

# 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 2016 rates | Basic salary at April 2017 rates | Period before  eligibility for  next threshold |
| 1 | 0 | 76,001 | 76,761 | 1 year |
| 2 | 1 | 78,381 | 79,165 | 1 year |
| 3 | 2 | 80,761 | 81,568 | 1 year |
| 4 | 3 | 83,141 | 83,972 | 1 year |
| 5 | 4 | 85,514 | 86,369 | 5 years |
|  | 5 | 85,514 | 86,369 | 4 years |
|  | 6 | 85,514 | 86,369 | 3 years |
|  | 7 | 85,514 | 86,369 | 2 years |
|  | 8 | 85,514 | 86,369 | 1 year |
| 6 | 9 | 91,166 | 92,078 | 5 years |
|  | 10 | 91,166 | 92,078 | 4 years |
|  | 11 | 91,166 | 92,078 | 3 years |
|  | 12 | 91,166 | 92,078 | 2 years |
|  | 13 | 91,166 | 92,078 | 1 year |
| 7 | 14 | 96,819 | 97,787 | 5 years |
|  | 15 | 96,819 | 97,787 | 4 years |
|  | 16 | 96,819 | 97,787 | 3 years |
|  | 17 | 96,819 | 97,787 | 2 years |
|  | 18 | 96,819 | 97,787 | 1 year |
| 8 | 19 | 102,465 | 103,490 | - |

# 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** | **2016** | **2017** |
| 30+ | On transfer |  | 91,166 | 92,078 |
|  | One year | 7 | 96,819 | 97,787 |
|  | Two years | 8 | 102,465 | 103,490 |
| 21-29 | On transfer |  | 85,514 | 86,369 |
|  | One year | 6 | 91,166 | 92,078 |
|  | Two years | 7 | 96,819 | 97,787 |
|  | Three years | 8 | 102,465 | 103,490 |
| 20 | On transfer |  | 85,514 | 86,369 |
|  | One year | 6 | 91,166 | 92,078 |
|  | Three years | 7 | 96,819 | 97,787 |
|  | Four years | 8 | 102,465 | 103,490 |
| 19 | On transfer |  | 85,514 | 86,369 |
|  | One year | 6 | 91,166 | 92,078 |
|  | Three years | 7 | 96,819 | 97,787 |
|  | Five years | 8 | 102,465 | 103,490 |
| 18 | On transfer |  | 85,514 | 86,369 |
|  | Two years | 6 | 91,166 | 92,078 |
|  | Three years | 7 | 96,819 | 97,787 |
|  | Five years | 8 | 102,465 | 103,490 |
| 17 | On transfer |  | 85,514 | 86,369 |
|  | Two years | 6 | 91,166 | 92,078 |
|  | Four years | 7 | 96,819 | 97,787 |
|  | Six years | 8 | 102,465 | 103,490 |
| 16 | On transfer |  | 85,514 | 86,369 |
|  | Three years | 6 | 91,166 | 92,078 |
|  | Four years | 7 | 96,819 | 97,787 |
|  | Seven years | 8 | 102,465 | 103,490 |
| 15 | On transfer |  | 85,514 | 86,369 |
|  | Three years | 6 | 91,166 | 92,078 |
|  | Four years | 7 | 96,819 | 97,787 |
|  | Eight years | 8 | 102,465 | 103,490 |
| 14 | On transfer |  | 85,514 | 86,369 |
|  | Three years | 6 | 91,166 | 92,078 |
|  | Five years | 7 | 96,819 | 97,787 |
|  | Nine years | 8 | 102,465 | 103,490 |
| 13 | On transfer |  | 85,514 | 86,369 |
|  | Three years | 6 | 91,166 | 92,078 |
|  | Five years | 7 | 96,819 | 97,787 |
|  | Ten years | 8 | 102,465 | 103,490 |
| 12 | On transfer |  | 85,514 | 86,369 |
|  | Three years | 6 | 91,166 | 92,078 |
|  | Six years | 7 | 96,819 | 97,787 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Eleven years | 8 | 102,465 | 103,490 |
| 11 | On transfer |  | 85,514 | 86,369 |
|  | Four years | 6 | 91,166 | 92,078 |
|  | Seven years | 7 | 96,819 | 97,787 |
|  | Twelve years | 8 | 102,465 | 103,490 |
| 10 | On transfer |  | 85,514 | 86,369 |
|  | Four years | 6 | 91,166 | 92,078 |
|  | Eight years | 7 | 96,819 | 97,787 |
|  | Thirteen years | 8 | 102,465 | 103,490 |
| 9 | On transfer |  | 85,514 | 86,369 |
|  | Four years | 6 | 91,166 | 92,078 |
|  | Nine years | 7 | 96,819 | 97,787 |
|  | Fourteen years | 8 | 102,465 | 103,490 |
| 8 | On transfer |  | 85,514 | 86,369 |
|  | Five years | 6 | 91,166 | 92,078 |
|  | Ten years | 7 | 96,819 | 97,787 |
|  | Fifteen years | 8 | 102,465 | 103,490 |
| 7 | On transfer |  | 85,514 | 86,369 |
|  | Five years | 6 | 91,166 | 92,078 |
|  | Ten years | 7 | 96,819 | 97,787 |
|  | Fifteen years | 8 | 102,465 | 103,490 |
| 6 | On transfer |  | 84,327 | 85,170 |
|  | One year | 5 | 85,514 | 86,369 |
|  | Five years | 6 | 91,166 | 92,078 |
|  | Ten years | 7 | 96,819 | 97,787 |
|  | Fifteen years | 8 | 102,465 | 103,490 |
| 5 | On transfer |  | 83,141 | 83,972 |
|  | One year | ‡ | ‡84,327 | ‡85,170 |
|  | Two years | 5 | 85,514 | 86,369 |
|  | Six years | 6 | 91,166 | 92,078 |
|  | Eleven years | 7 | 96,819 | 97,787 |
|  | Sixteen years | 8 | 102,465 | 103,490 |
| 4 | On transfer |  | 77,788 | 78,566 |
|  | One year | 3 | 80,761 | 81,569 |
|  | Two years | 4 | 83,141 | 83,972 |
|  | Three years | 5 | 85,514 | 86,369 |
|  | Six years | 6 | 91,166 | 92,078 |
|  | Eleven years | 7 | 96,819 | 97,787 |
|  | Sixteen years | 8 | 102,465 | 103,490 |
| 3 | On transfer |  | 77,189 | 77,961 |
|  | One year | ‡ | ‡79,568 | ‡80,364 |
|  | Two years | 4 | 83,141 | 83,972 |
|  | Three years | 5 | 85,514 | 86,369 |
|  | Seven years | 6 | 91,166 | 92,078 |
|  | Twelve years | 7 | 96,819 | 97,787 |
|  | Seventeen years | 8 | 102,465 | 103,490 |
| 2 | On transfer |  | 76,594 | 77,360 |
|  | One year | 2 | 78,381 | 79,165 |
|  | Two years | 4 | 83,141 | 83,972 |
|  | Three years | 5 | 85,514 | 86,369 |
|  | Eight years | 6 | 91,166 | 92,078 |
|  | Thirteen years | 7 | 96,819 | 97,787 |
|  | Eighteen years | 8 | 102,465 | 103,490 |
| 1 | On transfer |  | 76,001 | 76,761 |
|  | One year | ‡ | ‡77,189 | ‡77,961 |
|  | Two years | 3 | 80,761 | 81,569 |
|  | Three years | 4 | 83,141 | 83,972 |
|  | Four years | 5 | 85,514 | 86,369 |
|  | Nine years | 6 | 91,166 | 92,078 |
|  | Fourteen years | 7 | 96,819 | 97,787 |
|  | Nineteen years | 8 | 102,465 | 103,490 |

‡ 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 clinical excellence award 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.

# 12. Clinical Excellence Awards – awarded by Local Committees (either contract)

|  |  |  |
| --- | --- | --- |
| Level | 01.04.16 | **01.04.17** |
|  |  |  |
| 1 | 2,986 | 3,016 |
| 2 | 5,972 | 6,032 |
| 3 | 8,958 | 9,048 |
| 4 | 11,944 | 12,064 |
| 5 | 14,930 | 15,080 |
| 6 | 17,916 | 18,096 |
| 7 | 23,888 | 24,128 |
| 8 | 29,860 | 30,160 |
| 9 | 35,832 | 36,192 |

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

|  |  |  |
| --- | --- | --- |
| Level | 01.04.16 | **01.04.17** |
| 9 Bronze | 35,832 | 36,192 |
| 10 Silver | 47,110 | 47,582 |
| 11 Gold | 58,888 | 59,477 |
| 12 Platinum | 76,554 | 77,320 |

# 14. Consultants – additional points (either contract)

|  |  |  |
| --- | --- | --- |
|  | 01.04.16 | **01.04.17** |
| 1 | 3,237 | 3,268 |
| 2 | 6,473 | 6,536 |
| 3 | 9,709 | 9,804 |
| 4 | 12,945 | 13,072 |
| 5 | 16,181 | 16,340 |
| 6 | 19,417 | 19,608 |
| 7 | 22,653 | 22,876 |
| 8 | 25,889 | 26,144 |

# 15. Consultants – distinction awards (either contract)

|  |  |  |
| --- | --- | --- |
|  | 01.04.16 | **01.04.17** |
| A+ | 76,648 | 77,415 |
| A | 56,483 | 57,048 |
| B | 32,278 | 32,601 |