Clinical academic pay scales (England) – from 1 April 2023
Updated October 2024

1. Summary of changes

Consultants

The salary scales for medical and dental consultants have been increased by 6.0% to basic pay following the government decision on the recommenda} " followiD ecohe
3.

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

Pay for doctors in training			
Nodal point	**Stage of NHS training**	**2022**	**2023**
1	FY1	29,384	33,600
2	FY2	34,012	38,687
3	CT1 or ST1/SpR1	40,257	46,141
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	51,017	57,382

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

Pre-2009 Clinical Lecturer Scale†		
	01.04.22	**01.04.23**
1	35,254	40,052
2	37,000	4

† 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 6% increase was originally applied plus an additional £1,250 in line with the August 2023 NHS Pay Circular and a further increase of 3.71% has now been applied in line with the updated August 2023 Pay Circular.

* This point was introduced on 1 April 2002 and relates only to dentists.

	Eleven years	8	119,133	126,281
11	On transfer		99,425	105,390
	Four years	6	105,996	112,356
	Seven years	7	112,569	119,323
	Twelve years	8	119,133	126,281
10	On transfer		99,425	105,390
	Four years	6	105,996	112,356
	Eight years	7	112,569	119,323

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	Two years	4	96,665	102,465
	Three years	5	99,425	105,390
	Eight years	6	105,996	112,356
	Thirteen years	7	112,569	119,323
	Eighteen years	8	119,133	126,281
1	On transfer		88,364	93,666
	One year	‡	89,745	95,130
	Two years	3	93,898	99,532
	Three years	4	96,665	102,465
	Four years	5	99,425	105,390
	Nine years	6	105,996	112,356
	Fourteen years	7	112,569	119,323
	Nineteen years	8	119,133	126,281

‡ for consuu1f* EMC /Span /MCI 1 0 5e 0 0 1 62.424 569. 48001 14.16 ref*324.43 623.02 5BT/F1 11.04 Tf1 0

12. Local CEAs granted between 1 April 2018 and 31 March 2022

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

13. Local CEAs from 1 April 2022

The value of these awards will be determined locally. From 1 April 2022 the minimum amount invested and paid annually will be no less than £7,900 per eligible full time equivalent (FTE) consultant, excluding on-costs.

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

Level	01.04.22	**01.04.23**
9 Bronze	36,192	36,192
10 Silver	47,582	