

With effect from 01-Apr-23

Associate Professor (Medical - Old CC)		
Grade A62		
Scale point	01 April 2022	01 April 2023
5	£95,104	£100,810
4	£89,117	£94,464
3	£83,868	£88,900
2	£78,617	£83,334
1	£73,367	£77,769

Clinical Lecturer Trainee		
Grade A63		
Scale point	01 April 2022	01 April 2023
5	£58,398	£63,152
4	£51,017	£55,329
3	£40,257	£43,923
2	£34,012	£37,303
1	£29,384	£32,398

Clinical Lecturer		
Grade A67		
Scale point	01 April 2022	01 April 2023
11	£63,423	£68,478
10	£58,702	£63,474
9	£53,132	£57,570
8	£51,025	£55,336
7	£48,918	£53,103
6	£46,812	£50,871
5	£44,705	£48,637
4	£42,598	£46,404
3	£40,492	£44,171
2	£38,746	£42,321
1	£35,858	£39,260

Clinical Tutor/Lecturer GP		
Grade A68		
Scale point	01 April 2022	01 April 2023
5	£91,214	£97,937
4	£85,472	£91,851
3	£80,438	£86,515
2	£75,401	£81,176
1	£70,367	£75,840

Clinical Professor holding new consultant contract		
Grade A80		
Scale point	01 April 2022	01 April 2023
80	£119,133	£126,281
70	£112,569	£119,323
60	£105,996	£112,356
50	£99,425	£105,390
40	£96,665	£102,465
30	£93,898	£99,532
20	£91,131	£96,599
10	£88,364	£93,666

Clinical Professor holding pre-2003 consultant contract		
Grade A70		
Scale point	01 April 2022	01 April 2023
1	£95,104	£100,810

Note 1 See annexe C for salaries and progression arrangements for staff whose first appointment as an NHS consultant was before 1 February 2004

Note 2: See annexe D for salaries and progression arrangements for staff whose first appointment as an NHS consultant was on or after 1 February 2004

Associate Professor (Med)/Clinical Reader		
Grade A82		
Scale point	01 April 2022	01 April 2023
80	£119,133	£126,281
70	£112,569	£119,323
60	£105,996	£112,356
50	£99,425	£105,390
40	£96,665	£102,465
30	£93,898	£99,532
20	£91,131	£96,599
10	£88,364	£93,666

With effect from 01-Apr-23

Senior Clinical Researcher holding pre-2003 consultant contract		
Grade E62		
Scale point	01 April 2022	01 April 2023
5	£95,104	£100,810
4	£89,117	£94,464
3	£83,868	£88,900
2	£78,617	£83,334
1	£73,367	£77,769

Clinical Researcher Trainee		
Grade E63		
Scale point	01 April 2022	01 April 2023
5	£58,398	£63,152
4	£51,017	£55,329
3	£40,257	£43,923
2	£34,012	£37,303
1	£29,384	£32,398

Clinical Researcher		
Grade E64		
Scale point	01 April 2022	01 April 2023
10	£56,502	£61,142
9	£51,025	£55,336
8	£48,918	£53,103
7	£46,812	£50,871
6	£44,705	£48,637
5	£42,598	£46,404
4	£40,492	£44,171
3	£38,746	£42,321
2	£37,000	£40,470
1	£35,254	£38,619

Clinical Researcher		
Grade E65		
Scale point	01 April 2022	01 April 2023
11	£61,042	£65,955
10	£56,502	£61,142
9	£51,025	£55,336
8	£48,918	£53,103
7	£46,812	£50,871
6	£44,705	£48,637
5	£42,598	£46,404
4	£40,492	£44,171
3	£38,746	£42,321
2	£37,000	£40,470
1	£35,254	£38,619

Clinical Researcher		
Grade E66		
Scale point	01 April 2022	01 April 2023
5	£79,927	£85,973
4	£75,922	£81,727
3	£70,130	£75,588
2	£65,584	£70,769
1	£61,042	£65,955

Senior Clinical Researcher holding new consultant contract		
Grade E82		
Scale point	01 April 2022	01 April 2023
80	£119,133	£126,281
70	£112,569	£119,323
60	£105,996	£112,356
50	£99,425	£105,390
40	£96,665	£102,465
30	£93,898	£99,532
20	£91,131	£96,599
10	£88,364	£93,666

Clinical Researcher		
Grade E71		
Scale point	01 April 2022	01 April 2023
9	£51,025	£55,336
8	£48,918	£53,103
7	£46,812	£50,871
6	£44,705	£48,637
5	£42,598	£46,404
4	£40,492	£44,171
3	£38,746	£42,321
2	£37,000	£40,470
1	£35,254	£38,619

See annexe C for salaries and progression arrangements for staff whose first appointment as an NHS consultant was before 1 February 2004
 See annexe D for salaries and progression arrangements for staff whose first appointment as an NHS consultant was on or after 1 February 2004
 See annexe E for discretionary points, distinction awards and clinical excellence awards for holders of honorary consultant contracts.

First appointment as an NHS consultant before 1 February 2004

Pay progression arrangements

With effect from: 01-Apr-23

Seniority at transfer in years	Threshold	Years after transfer before threshold level changes	01 April 2023
30+		On transfer	£112,356
	7	1 year	£119,323
	8	2 years	£126,281
21-29		On transfer	£105,390
	6	1 year	£112,356
	7	2 years	£119,323
	8	3 years	£126,281
20		On transfer	£105,390
	6	1 year	£112,356
	7	3 years	£119,323
	8	4 years	£126,281
19		On transfer	£105,390
	6	1 year	£112,356
	7	3 years	£119,323
	8	5 years	£126,281
18		On transfer	£105,390
	6	2 years	£112,356
	7	3 years	£119,323
	8	5 years	£126,281
17		On transfer	£105,390
	6	2 years	£112,356
	7	4 years	£119,323
	8	6 years	£126,281
16		On transfer	£105,390
	6	3 years	£112,356
	7	4 years	£119,323
	8	7 years	£126,281
15		On transfer	£105,390
	6	3 years	£112,356
	7	4 years	£119,323
	8	8 years	£126,281
14		On transfer	£105,390
	6	3 years	£112,356
	7	5 years	£119,323
	8	9 years	£126,281
13		On transfer	£105,390
	6	3 years	£112,356
	7	5 years	£119,323
	8	10 years	£126,281
12		On transfer	£105,390
	6	3 years	£112,356
	7	6 years	£119,323
	8	11 years	£126,281
11		On transfer	£105,390
	6	4 years	£112,356
	7	7 years	£119,323
	8	12 years	£126,281
10		On transfer	£105,390
	6	4 years	£112,356
	7	8 years	£119,323
	8	13 years	£126,281

Seniority at transfer in years	Threshold	Years after transfer before threshold level changes	01 April 2023
9		On transfer	£105,390
	6	4 years	£112,356
	7	9 years	£119,323
	8	14 years	£126,281
8		On transfer	£105,390
	6	5 years	£112,356
	7	10 years	£119,323
	8	15 years	£126,281
7		On transfer	£105,390
	6	5 years	£112,356
	7	10 years	£119,323
	8	15 years	£126,281
6		On transfer	£103,927
	5	1 year	£105,390
	6	5 years	£112,356
	7	10 years	£119,323
	8	15 years	£126,281
5		On transfer	£102,465
	*	1 year	£103,927
	5	2 years	£105,390
	6	6 years	£112,356
	7	11 years	£119,323
	8	16 years	£126,281
4		On transfer	£95,868
	3	1 year	£99,532
	4	2 years	£102,465
	5	3 years	£105,390
	6	6 years	£112,356
	7	11 years	£119,323
	8	16 years	£126,281
3		On transfer	£95,130
	*	1 year	£98,063
	4	2 years	£102,465
	5	3 years	£105,390
	6	7 years	£112,356
	7	12 years	£119,323
	8	17 years	£126,281
	2		On transfer
2		1 year	£96,599
4		2 years	£102,465
5		3 years	£105,390
6		8 years	£112,356
7		13 years	£119,323
8		18 years	£126,281
1		On transfer	£93,666
	*	1 year	£95,130
	3	2 years	£99,532
	4	3 years	£102,465
	5	4 years	£105,390
	6	9 years	£112,356
	7	14 years	£119,323
	8	19 years	£126,281

Notes:

Relevant pay scales A62, A70 and E62

* for consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes

First appointment as an NHS consultant from 1 February 2004

Pay progression arrangements

With effect from: 01-Apr-23

Threshold	Years completed as a consultant	01 April 2023	Period before eligibility for next threshold
1	0	£93,666	1 year
2	1	£96,599	1 year
3	2	£99,532	1 year
4	3	£102,465	1 year
5	4	£105,390	5 years
	5	£105,390	4 years
	6	£105,390	3 years
	7	£105,390	2 years
	8	£105,390	1 year
6	9	£112,356	5 years
	10	£112,356	4 years
	11	£112,356	3 years
	12	£112,356	2 years
	13	£112,356	1 year
7	14	£119,323	5 years
	15	£119,323	4 years
	16	£119,323	3 years
	17	£119,323	2 years
	18	£119,323	1 year
8	19	£126,281	

Note 1: Relevant pay scales A80, A82, and E82

Clinical Excellence Awards - awarded by Local committees (either contract)

Level	01 April 2022	01 April 2023
1	£3,016	£3,016
2	£6,032	£6,032
3	£9,048	£9,048
4	£12,064	£12,064
5	£15,080	£15,080
6	£18,096	£18,096
7	£24,128	£24,128
8	£30,160	£30,160
9	£36,192	£36,192

Note for administrators:

These awards are implemented in Core Pay via the following allowances:

- 450 - CLINICAL EXCELLENCE AWARD 1-9
- 451 - CLINICAL EXCELLENCE AWRD 10-12
- 452 - CLINICAL EXCELL ADDITIONAL 1-9
- 453 - CLINICAL EXCEL ADDITIONA 10-12
- 414 - CLIN PROF MERIT AWARD DISC PTS
- 430 - CLINICAL PROF M/AWARD
- 431 - CLINICAL PROF M/AWARD ADDITION
- 445 - NATIONAL CLINICAL IMPACT AWARD
- 447 - NCIA PEN PROTECTION

Clinical Excellence Awards - awarded by ACCEA (either contract)

Level	01 April 2022	01 April 2023
9 Bronze	£36,192	£36,192
10 Silver	£47,582	£47,582
11 Gold	£59,477	£59,477
12 Platinurr	£77,320	£77,320

Consultant - additional points (either contract)

Level	01 April 2022	01 April 2023
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

Consultants - distinction awards (either contract)

Level	01 April 2022	01 April 2023
A+	£77,415	£77,415
A	£57,048	£57,048
B	£32,601	£32,601

National Clinical Impact awards - awarded by ACCIA (either contract)

Level	01 April 2022	01 April 2023
Level 1	£20,000	£20,000
Level 2	£30,000	£30,000
Level 3	£40,000	£40,000