

With effect from 01-Apr-23 All grades except A80 & A82

01-Mar-24 A80 & A82

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 2023	01 March 2024
80	£126,281	£131,964
60	£112,356	£118,884
50	£105,390	£108,390
40	£102,465	£105,390
30	£99,532	£99,532

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

Staff on point 10 / 20 map to new starting point 30 w.e.f. 1 March 2024

Staff on point 50 with 8 years as consultant map to point 60 w.e.f. 1 March 2024

Staff on point 70 map to new max point 80 w.e.f. 1 March 2024

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 2023	01 March 2024
80	£126,281	£131,964
60	£112,356	£118,884
50	£105,390	£108,390
40	£102,465	£105,390
30	£99,532	£99,532

Staff on point 10 / 20 map to new starting point 30 w.e.f. 1 March 2024

Staff on point 50 with 8 years as consultant map to point 60 w.e.f. 1 March 2024

Staff on point 70 map to new max point 80 w.e.f. 1 March 2024

With effect from 01-Apr-23 All grades except E82

01-Mar-24 E82

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 2023	01 March 2024
80	£126,281	£131,964
60	£112,356	£118,884
50	£105,390	£108,390
40	£102,465	£105,390
30	£99,532	£99,532

Staff on point 10 / 20 map to new starting point 30 w.e.f. 1 March 2024

Staff on point 50 with 8 years as consultant map to point 60 w.e.f. 1 March 2024

Staff on point 70 map to new max point 80 w.e.f. 1 March 2024

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.

Clinical staff holding honorary consultant contract

First appointment as an NHS consultant before 1 February 2004

Pay progression arrangements

With effect from: 01-Mar-24

Seniority at transfer in years	Threshold	Years after transfer before threshold level changes	01 March 2024
30+	3	On transfer	£118,884
	4	1 year	£131,964
	4	2 years	£131,964
21-29	2b	On transfer	£108,390
	3	1 year	£118,884
	4	2 years	£131,964
20	2b	On transfer	£108,390
	3	1 year	£118,884
	4	3 years	£131,964
19	2b	On transfer	£108,390
	3	1 year	£118,884
	4	3 years	£131,964
18	2b	On transfer	£108,390
	3	2 years	£118,884
	4	3 years	£131,964
17	2b	On transfer	£108,390
	3	2 years	£118,884
	4	4 years	£131,964
16	2b	On transfer	£108,390
	3	3 years	£118,884
	4	4 years	£131,964
15	2b	On transfer	£108,390
	3	3 years	£118,884
	4	4 years	£131,964
14	2b	On transfer	£108,390
	3	3 years	£118,884
	4	5 years	£131,964
13	2b	On transfer	£108,390
	3	3 years	£118,884
	4	5 years	£131,964
12	2b	On transfer	£108,390
	3	3 years	£118,884
	4	6 years	£131,964
11	2b	On transfer	£108,390
	3	4 years	£118,884
	4	7 years	£131,964
10	2b	On transfer	£108,390
	3	4 years	£118,884
	4	8 years	£131,964

Seniority at transfer in years	Threshold	Years after transfer before threshold level changes	01 March 2024
9	2b	On transfer	£108,390
	3	4 years	£118,884
	4	9 years	£131,964
8	2b	On transfer	£108,390
	3	4 years	£118,884
	4	10 years	£131,964
7	2b	On transfer	£108,390
	3	4 years	£118,884
	4	10 years	£131,964
6	2b	On transfer	£108,390
	3	5 years	£118,884
	4	10 years	£131,964
5	2a	On transfer	£105,390
	2b	1 year	£108,390
	3	6 years	£118,884
	4	11 years	£131,964
4	1	On transfer	£99,532
	2a	2 years	£105,390
	2b	3 years	£108,390
	3	6 years	£118,884
	4	11 years	£131,964
3	1	On transfer	£99,532
	2a	2 years	£105,390
	2b	3 years	£108,390
	3	7 years	£118,884
	4	12 years	£131,964
2	1	On transfer	£99,532
	2a	2 years	£105,390
	2b	3 years	£108,390
	3	7 years	£118,884
	4	13 years	£131,964
1	1	On transfer	£99,532
	2a	3 years	£105,390
	2b	4 years	£108,390
	3	8 years	£118,884
	4	14 years	£131,964

Notes:

* 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-Mar-24

Threshold	Years completed as a consultant	01 March 2024	Period before eligibility for next threshold
1	0	£99,532	3 years
1	1	£99,532	2 years
1	2	£99,532	1 year
2a	3	£105,390	1 year
2b	4	£108,390	4 years
2b	5	£108,390	3 years
2b	6	£108,390	2 years
2b	7	£108,390	1 year
3	8	£118,884	6 years
3	9	£118,884	5 years
3	10	£118,884	4 years
3	11	£118,884	3 years
3	12	£118,884	2 years
3	13	£118,884	1 year
4	14	£131,964	-
4	15	£131,964	-
4	16	£131,964	-
4	17	£131,964	-
4	18	£131,964	-
4	19	£131,964	-

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 Platinun	£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