

With effect from 01-Apr-24

Associate Professor (Medical - Old CC)		
Grade A62		
Scale point	01 April 2023	01 April 2024
5	£100,810	£106,859
4	£94,464	£100,132
3	£88,900	£94,234
2	£83,334	£88,334
1	£77,769	£82,435

Clinical Lecturer Trainee		
Grade A63		
Scale point	01 April 2023	01 April 2024
5	£63,152	£63,152
4	£55,329	£55,329
3	£43,923	£43,923
2	£37,303	£37,303
1	£32,398	£32,398

Clinical Lecturer		
Grade A67		
Scale point	01 April 2023	01 April 2024
11	£68,478	£68,478
10	£63,474	£63,474
9	£57,570	£57,570
8	£55,336	£55,336
7	£53,103	£53,103
6	£50,871	£50,871
5	£48,637	£48,637
4	£46,404	£46,404
3	£44,171	£44,171
2	£42,321	£42,321
1	£39,260	£39,260

Clinical Tutor/Lecturer GP		
Grade A68		
Scale point	01 April 2023	01 April 2024
5	£97,937	£97,937
4	£91,851	£91,851
3	£86,515	£86,515
2	£81,176	£81,176
1	£75,840	£75,840

Clinical Professor holding new consultant contract		
Grade A80		
Scale point	01 March 2024	01 April 2024
80	£131,964	£139,882
60	£118,884	£126,018
50	£108,390	£114,894
40	£105,390	£111,714
30	£99,532	£105,504

Clinical Professor holding pre-2003 consultant contract		
Grade A70		
Scale point	01 April 2023	01 April 2024
1	£100,810	£106,859

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

Associate Professor (Med)/Clinical Reader		
Grade A82		
Scale point	01 March 2024	01 April 2024
80	£131,964	£139,882
60	£118,884	£126,018
50	£108,390	£114,894
40	£105,390	£111,714
30	£99,532	£105,504

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

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.

With effect from 01-Apr-24

Senior Clinical Researcher holding pre-2003 consultant contract		
Grade E62		
Scale point	01 April 2023	01 April 2024
5	£100,810	£106,859
4	£94,464	£100,132
3	£88,900	£94,234
2	£83,334	£88,334
1	£77,769	£82,435

Clinical Researcher Trainee		
Grade E63		
Scale point	01 April 2023	01 April 2024
5	£63,152	£63,152
4	£55,329	£55,329
3	£43,923	£43,923
2	£37,303	£37,303
1	£32,398	£32,398

Clinical Researcher		
Grade E64		
Scale point	01 April 2023	01 April 2024
10	£61,142	£61,142
9	£55,336	£55,336
8	£53,103	£53,103
7	£50,871	£50,871
6	£48,637	£48,637
5	£46,404	£46,404
4	£44,171	£44,171
3	£42,321	£42,321
2	£40,470	£40,470
1	£38,619	£38,619

Clinical Researcher		
Grade E65		
Scale point	01 April 2023	01 April 2024
11	£65,955	£65,955
10	£61,142	£61,142
9	£55,336	£55,336
8	£53,103	£53,103
7	£50,871	£50,871
6	£48,637	£48,637
5	£46,404	£46,404
4	£44,171	£44,171
3	£42,321	£42,321
2	£40,470	£40,470
1	£38,619	£38,619

Clinical Researcher		
Grade E66		
Scale point	01 April 2023	01 April 2024
5	£85,973	£85,973
4	£81,727	£81,727
3	£75,588	£75,588
2	£70,769	£70,769
1	£65,955	£65,955

Senior Clinical Researcher holding new consultant contract		
Grade E82		
Scale point	01 March 2024	01 April 2024
80	£131,964	£139,882
60	£118,884	£126,018
50	£108,390	£114,894
40	£105,390	£111,714
30	£99,532	£105,504

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 2023	01 April 2024
9	£55,336	£55,336
8	£53,103	£53,103
7	£50,871	£50,871
6	£48,637	£48,637
5	£46,404	£46,404
4	£44,171	£44,171
3	£42,321	£42,321
2	£40,470	£40,470
1	£38,619	£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

Annexe C

First appointment as an NHS consultant before 1 February 2004

Pay progression arrangements

With effect from:

Seniority at transfer in years	Threshold	Years after transfer before threshold level changes	01 April 2024
30+	3	On transfer	£126,018
	4	1 year	£139,882
	4	2 years	£139,882
21-29	2b	On transfer	£114,894
	3	1 year	£126,018
	4	2 years	£139,882
20	2b	On transfer	£114,894
	3	1 year	£126,018
	4	3 years	£139,882
19	2b	On transfer	£114,894
	3	1 year	£126,018
	4	3 years	£139,882
18	2b	On transfer	£114,894
	3	2 years	£126,018
	4	3 years	£139,882
17	2b	On transfer	£114,894
	3	2 years	£126,018
	4	4 years	£139,882
16	2b	On transfer	£114,894
	3	3 years	£126,018
	4	4 years	£139,882
15	2b	On transfer	£114,894
	3	3 years	£126,018
	4	4 years	£139,882
14	2b	On transfer	£114,894
	3	3 years	£126,018
	4	5 years	£139,882
13	2b	On transfer	£114,894
	3	3 years	£126,018
	4	5 years	£139,882
12	2b	On transfer	£114,894
	3	3 years	£126,018
	4	6 years	£139,882
11	2b	On transfer	£114,894
	3	4 years	£126,018
	4	7 years	£139,882
10	2b	On transfer	£114,894
	3	4 years	£126,018
	4	8 years	£139,882

Seniority at transfer in years	Threshold	Years after transfer before threshold level changes	01 April 2024
9	2b	On transfer	£114,894
	3	4 years	£126,018
	4	9 years	£139,882
8	2b	On transfer	£114,894
	3	4 years	£126,018
	4	10 years	£139,882
7	2b	On transfer	£114,894
	3	4 years	£126,018
	4	10 years	£139,882
6	2b	On transfer	£114,894
	3	5 years	£126,018
	4	10 years	£139,882
5	2a	On transfer	£111,714
	2b	1 year	£114,894
	3	6 years	£126,018
	4	11 years	£139,882
4	1	On transfer	£105,504
	2a	2 years	£111,714
	2b	3 years	£114,894
	3	6 years	£126,018
	4	11 years	£139,882
3	1	On transfer	£105,504
	2a	2 years	£111,714
	2b	3 years	£114,894
	3	7 years	£126,018
	4	12 years	£139,882
2	1	On transfer	£105,504
	2a	2 years	£111,714
	2b	3 years	£114,894
	3	7 years	£126,018
	4	13 years	£139,882
1	1	On transfer	£105,504
	2a	3 years	£111,714
	2b	4 years	£114,894
	3	8 years	£126,018
	4	14 years	£139,882

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:

Threshold	Years completed as a consultant	01 April 2024	Period before eligibility for next threshold
1	0	£105,504	3 years
1	1	£105,504	2 years
1	2	£105,504	1 year
2a	3	£111,714	1 year
2b	4	£114,894	4 years
2b	5	£114,894	3 years
2b	6	£114,894	2 years
2b	7	£114,894	1 year
3	8	£126,018	6 years
3	9	£126,018	5 years
3	10	£126,018	4 years
3	11	£126,018	3 years
3	12	£126,018	2 years
3	13	£126,018	1 year
4	14	£139,882	-
4	15	£139,882	-
4	16	£139,882	-
4	17	£139,882	-
4	18	£139,882	-
4	19	£139,882	-

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

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

Level	01 April 2023	01 April 2024
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 PeopleXD 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 2023	01 April 2024
9 Bronze	£36,192	£36,192
10 Silver	£47,582	£47,582
11 Gold	£59,477	£59,477
12 Platinur	£77,320	£77,320

**Consultant - additional points (either contract)**

Level	01 April 2023	01 April 2024
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 2023	01 April 2024
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 2023	01 April 2024
Level 1	£20,000	£20,000
Level 2	£30,000	£30,000
Level 3	£40,000	£40,000