

With effect from 01-Apr-25

Associate Professor (Medical - Old CC)		
Grade A62		
Scale point	01 April 2024	01 April 2025
5	£106,859	£111,133
4	£100,132	£104,138
3	£94,234	£98,003
2	£88,334	£91,867
1	£82,435	£85,732

Clinical Lecturer Trainee		
Grade A63		
Scale point	01 April 2024	01 April 2025
5	£70,425	£73,992
4	£61,825	£65,048
3	£49,909	£52,656
2	£42,008	£44,439
1	£36,616	£38,831

Clinical Lecturer		
Grade A67		
Scale point	01 April 2024	01 April 2025
11	£76,280	£80,081
10	£70,779	£74,360
9	£64,288	£67,610
8	£61,833	£65,056
7	£59,377	£62,502
6	£56,923	£59,950
5	£54,468	£57,397
4	£52,013	£54,843
3	£49,559	£52,291
2	£47,524	£50,175
1	£44,159	£46,675

Clinical Tutor/Lecturer GP		
Grade A68		
Scale point	01 April 2024	01 April 2025
5	£101,571	£106,384
4	£95,259	£99,819
3	£89,725	£94,064
2	£84,188	£88,306
1	£78,654	£82,550

Clinical Professor holding new consultant contract		
Grade A80		
Scale point	01 April 2024	01 April 2025
80	£139,882	£145,478
60	£126,018	£131,058
50	£114,894	£119,490
40	£111,714	£116,182
30	£105,504	£109,725

Clinical Professor holding pre-2003 consultant contract		
Grade A70		
Scale point	01 April 2024	01 April 2025
1	£106,859	£111,133

Associate Professor (Med)/Clinical Reader		
Grade A82		
Scale point	01 April 2024	01 April 2025
80	£139,882	£145,478
60	£126,018	£131,058
50	£114,894	£119,490
40	£111,714	£116,182
30	£105,504	£109,725

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-25

Senior Clinical Researcher holding pre-2003 consultant contract		
Grade E62		
Scale point	01 April 2024	01 April 2025
5	£106,859	£111,133
4	£100,132	£104,138
3	£94,234	£98,003
2	£88,334	£91,867
1	£82,435	£85,732

Clinical Researcher Trainee		
Grade E63		
Scale point	01 April 2024	01 April 2025
5	£70,425	£73,992
4	£61,825	£65,048
3	£49,909	£52,656
2	£42,008	£44,439
1	£36,616	£38,831

Clinical Researcher		
Grade E64		
Scale point	01 April 2024	01 April 2025
10	£68,215	£71,694
9	£61,833	£65,056
8	£59,377	£62,502
7	£56,923	£59,950
6	£54,468	£57,397
5	£52,013	£54,843
4	£49,559	£52,291
3	£47,524	£50,175
2	£45,490	£48,059
1	£43,455	£45,943

Clinical Researcher		
Grade E65		
Scale point	01 April 2024	01 April 2025
11	£73,506	£77,196
10	£68,215	£71,694
9	£61,833	£65,056
8	£59,377	£62,502
7	£56,923	£59,950
6	£54,468	£57,397
5	£52,013	£54,843
4	£49,559	£52,291
3	£47,524	£50,175
2	£45,490	£48,059
1	£43,455	£45,943

Clinical Researcher		
Grade E66		
Scale point	01 April 2024	01 April 2025
5	£90,845	£95,229
4	£84,096	£88,210
3	£78,799	£82,701
2	£73,506	£77,196
1	#N/A	#N/A

Senior Clinical Researcher holding new consultant contract		
Grade E82		
Scale point	01 April 2024	01 April 2025
80	£139,882	£145,478
60	£126,018	£131,058
50	£114,894	£119,490
40	£111,714	£116,182
30	£105,504	£109,725

Clinical Researcher		
Grade E71		
Scale point	01 April 2024	01 April 2025
9	£61,833	£65,056
8	£59,377	£62,502
7	£56,923	£59,950
6	£54,468	£57,397
5	£52,013	£54,843
4	£49,559	£52,291
3	£47,524	£50,175
2	£45,490	£48,059
1	£43,455	£45,943

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:**

Seniority at transfer in years	Threshold	Years after transfer before threshold level changes	01 April 2025
30+	3	On transfer	£131,058
	4	1 year	£145,478
	4	2 years	£145,478
21-29	2b	On transfer	£119,490
	3	1 year	£131,058
	4	2 years	£145,478
20	2b	On transfer	£119,490
	3	1 year	£131,058
	4	3 years	£145,478
19	2b	On transfer	£119,490
	3	1 year	£131,058
	4	3 years	£145,478
18	2b	On transfer	£119,490
	3	2 years	£131,058
	4	3 years	£145,478
17	2b	On transfer	£119,490
	3	2 years	£131,058
	4	4 years	£145,478
16	2b	On transfer	£119,490
	3	3 years	£131,058
	4	4 years	£145,478
15	2b	On transfer	£119,490
	3	3 years	£131,058
	4	4 years	£145,478
14	2b	On transfer	£119,490
	3	3 years	£131,058
	4	5 years	£145,478
13	2b	On transfer	£119,490
	3	3 years	£131,058
	4	5 years	£145,478
12	2b	On transfer	£119,490
	3	3 years	£131,058
	4	6 years	£145,478
11	2b	On transfer	£119,490
	3	4 years	£131,058
	4	7 years	£145,478
10	2b	On transfer	£119,490
	3	4 years	£131,058
	4	8 years	£145,478

Seniority at transfer in years	Threshold	Years after transfer before threshold level changes	01 April 2025
9	2b	On transfer	£119,490
	3	4 years	£131,058
	4	9 years	£145,478
8	2b	On transfer	£119,490
	3	4 years	£131,058
	4	10 years	£145,478
7	2b	On transfer	£119,490
	3	4 years	£131,058
	4	10 years	£145,478
6	2b	On transfer	£119,490
	3	5 years	£131,058
	4	10 years	£145,478
5	2a	On transfer	£116,182
	2b	1 year	£119,490
	3	6 years	£131,058
	4	11 years	£145,478
4	1	On transfer	£109,725
	2a	2 years	£116,182
	2b	3 years	£119,490
	3	6 years	£131,058
	4	11 years	£145,478
3	1	On transfer	£109,725
	2a	2 years	£116,182
	2b	3 years	£119,490
	3	7 years	£131,058
	4	12 years	£145,478
2	1	On transfer	£109,725
	2a	2 years	£116,182
	2b	3 years	£119,490
	3	7 years	£131,058
	4	13 years	£145,478
1	1	On transfer	£109,725
	2a	3 years	£116,182
	2b	4 years	£119,490
	3	8 years	£131,058
	4	14 years	£145,478

Notes:

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

## Annexe C

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## First appointment as an NHS consultant from 1 February 2004

## Pay progression arrangements

With effect from: 01-Apr-25

Threshold	Years completed as a consultant	01 April 2025	Period before eligibility for next threshold
1	0	£109,725	3 years
1	1	£109,725	2 years
1	2	£109,725	1 year
2a	3	£116,182	1 year
2b	4	£119,490	4 years
2b	5	£119,490	3 years
2b	6	£119,490	2 years
2b	7	£119,490	1 year
3	8	£131,058	6 years
3	9	£131,058	5 years
3	10	£131,058	4 years
3	11	£131,058	3 years
3	12	£131,058	2 years
3	13	£131,058	1 year
4	14	£145,478	-
4	15	£145,478	-
4	16	£145,478	-
4	17	£145,478	-
4	18	£145,478	-
4	19	£145,478	-

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

**Clinical Excellence Awards, Clinical Distinction Awards and National Clinical Impact awards****Clinical Excellence Awards - awarded by Local committees (either contract)**

Level	01 April 2024	01 April 2025
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 2024	01 April 2025
9 Bronze	£36,192	£36,192
10 Silver	£47,582	£47,582
11 Gold	£59,477	£59,477
2 Platinun	£77,320	£77,320

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

Level	01 April 2024	01 April 2025
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 2024	01 April 2025
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 2024	01 April 2025
Level 1	£20,000	£20,000
Level 2	£30,000	£30,000
Level 3	£40,000	£40,000