



This document reflects the current pay scales from the 1st April 2023

The scales are split out in to :

Clinical Academics (pre and post 2009)

Clinical Consultants / Professors (pre and post 2004)

Honorary Consultants

Doctors in training

A separate section for Clinical Excellence awards has been added to reflect the various levels.

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

Pre 2009 Clinical Lecturer Scale

Point	01.10.2018	01.04.2019 (2%)	01.04.2020 (2%)	01.04.2021 (2%)	01.04.2022 (2%)	01.04.2023 (6%) + £1250 pre spinal point
1	£32,569.00	£33,221.00	£33,885	£34,563	£35,254	£38,619
2	£34,182.00	£34,866.00	£35,563	£36,274	£37,000	£40,470
3	£35,795.00	£36,511.00	£37,241	£37,986	£38,746	£42,321
4	£37,408.00	£38,156.00	£38,920	£39,698	£40,492	£44,171
5	£39,354.00	£40,141.00	£40,944	£41,763	£42,598	£46,404
6	£41,300.00	£42,126.00	£42,969	£43,828	£44,705	£48,637
7	£43,247.00	£44,112.00	£44,994	£45,894	£46,812	£50,871
8	£45,193.00	£46,096.00	£47,018	£47,959	£48,918	£53,103
9	£47,139.00	£48,082.00	£49,044	£50,025	£51,025	£55,336
*10	£52,200.00	£53,244.00	£54,309	£55,395	£56,502	£61,142
*11	£56,394.00	£57,522.00	£58,672	£59,845	£61,042	£65,955
*12	£60,589.00	£61,801.00	£63,037	£64,298	£65,584	£70,769

Senior Lecturer / Reader Scale

RL Point	01.10.2018	01.04.2019 (2%)	01.04.2020 (2%)	01.04.2021 (2%)	01.04.2022 (2%)	01.04.2023 (6%) + £1250 pre spinal point
*10	£52,200.00	£53,244.00	£54,309	£55,395	£56,502	£61,142
*11	£56,394.00	£57,522.00	£58,672	£59,845	£61,042	£65,955
*12	£60,589.00	£61,801.00	£63,037	£64,298	£65,584	£70,769
13	£64,789.00	£66,085.00	£67,407	£68,755	£70,130	£75,588
14	£70,140.00	£71,543.00	£72,974	£74,433	£75,922	£81,727
15	£73,841.00	£75,318.00	£76,824	£78,360	£79,927	£85,973

* indicate these points are HR specific and have no NHS equivalent.

Refer to section 5 on the UCEA Clinical Academic pay scale document

Clinical Academics below the level of consultant (post 2009 scale) and Senior Lecturer/ Reader scale.

Post 2009 Clinical Lecturer Scale

Point	01.10.2018	01.04.2019 (2%)	01.04.2020 (2%)	01.04.2021 (2%)	01.04.2022 (2%)	01.04.2023 (6%) + £1250 pre spinal point
1	£33,127.00	£33,790.00	£34,466	£35,155	£35,858	£39,260
2	£35,795.00	£36,511.00	£37,241	£37,986	£38,746	£42,321
3	£37,408.00	£38,156.00	£38,920	£39,698	£40,492	£44,171
4	£39,354.00	£40,141.00	£40,944	£41,763	£42,598	£46,404
5	£41,300.00	£42,126.00	£42,969	£43,828	£44,705	£48,637
6	£43,247.00	£44,112.00	£44,994	£45,894	£46,812	£50,871
7	£45,193.00	£46,096.00	£47,018	£47,959	£48,918	£53,103
8	£47,139.00	£48,082.00	£49,044	£50,025	£51,025	£55,336
9	£49,086.00	£50,068.00	£51,069	£52,090	£53,132	£57,570
*10	£54,232.00	£55,317.00	£56,423	£57,551	£58,702	£63,474
*11	£58,593.00	£59,765.00	£60,960	£62,179	£63,423	£68,478
*12	£62,950.00	£64,209.00	£65,493	£66,803	£68,139	£73,477

Senior Lecturer / Reader Scale

	01.10.2018	01.04.2019 (2%)	01.04.2020 (2%)	01.04.2021 (2%)	01.04.2022 (2%)	01.04.2023 (6%) + £1250 pre spinal point
*	£52,200.00	£53,244.00	£54,309	£55,395	£56,502	£61,142
*	£56,394.00	£57,522.00	£58,672	£59,845	£61,042	£65,955
*	£60,589.00	£61,801.00	£63,037	£64,298	£65,584	£70,769
*	£64,789.00	£66,085.00	£67,407	£68,755	£70,130	£75,588
*	£70,140.00	£71,543.00	£72,974	£74,433	£75,922	£81,727
*	£73,841.00	£75,318.00	£76,824	£78,360	£79,927	£85,973

* indicate these points are HR specific and have no NHS equivalent.

Section 6 UCEA Pay scales

Clinical Consultants / Professors (pre and post 2004)

**2003 Consultant Contract: basic salary for staff holding consultant contracts
whose first appointment as an NHS consultant was on or after 01 February 2004**

Threshold	Years completed as a consultant	Basic salary as at April 2018 rates	Basic salary as at April 2019 rates (2.5%)	Basic salary as at April 2020 rates (2.8%)	Basic salary as at April 2021 rates. 3% increase	Basic salary as at April 2022 rates. 4.5% increase	Basic salary as at April 2023 rates. 6% increase	before eligibility for next threshold
1	0	£77,913.00	£79,860.00	£82,096.00	£84,559.00	£88,364.00	£93,666.00	1 year
2	1	£80,352.00	£82,361.00	£84,667.00	£87,207.00	£91,131.00	£96,599.00	1 year
3	2	£82,792.00	£84,862.00	£87,238.00	£89,855.00	£93,898.00	£99,532.00	1 year
4	3	£85,232.00	£87,362.00	£89,809.00	£92,503.00	£96,665.00	£102,465.00	1 year
5	4	£87,665.00	£89,856.00	£92,372.00	£95,144.00	£99,425.00	£105,390.00	5 years
	5	£87,665.00	£89,856.00	£92,372.00	£95,144.00	£99,425.00	£105,390.00	4 years
	6	£87,665.00	£89,856.00	£92,372.00	£95,144.00	£99,425.00	£105,390.00	3 years
	7	£87,665.00	£89,856.00	£92,372.00	£95,144.00	£99,425.00	£105,390.00	2 years
6	8	£87,665.00	£89,856.00	£92,372.00	£95,144.00	£99,425.00	£105,390.00	1 year
	9	£93,459.00	£95,795.00	£98,477.00	£101,432.00	£105,996.00	£112,356.00	5 years
	10	£93,459.00	£95,795.00	£98,477.00	£101,432.00	£105,996.00	£112,356.00	4 years
	11	£93,459.00	£95,795.00	£98,477.00	£101,432.00	£105,996.00	£112,356.00	3 years
7	12	£93,459.00	£95,795.00	£98,477.00	£101,432.00	£105,996.00	£112,356.00	2 years
	13	£93,459.00	£95,795.00	£98,477.00	£101,432.00	£105,996.00	£112,356.00	1 year
8	14	£99,254.00	£101,735.00	£104,584.00	£107,721.00	£112,569.00	£119,323.00	5 years
	15	£99,254.00	£101,735.00	£104,584.00	£107,721.00	£112,569.00	£119,323.00	4 years
	16	£99,254.00	£101,735.00	£104,584.00	£107,721.00	£112,569.00	£119,323.00	3 years
	17	£99,254.00	£101,735.00	£104,584.00	£107,721.00	£112,569.00	£119,323.00	2 years
9	18	£99,254.00	£101,735.00	£104,584.00	£107,721.00	£112,569.00	£119,323.00	1 year
	19	£105,042.00	£107,668.00	£110,683.00	£114,003.00	£119,133.00	£126,281.00	-

Refer to section 8 on the UCEA Clinical Academic pay scale document

Honorary Consultants

Staff holding a clinical GP lecturer contract or Honorary consultant contract (pre 2003 contract)

Incremental points	01.10.2018	01.04.2019 (2.5%)	01.04.2020 (2.8%)	01.04.2021 3% increase announced Sept 21	01.04.2022 4.5% increase announced Sept 22	01.04.2023 (6%)
Minimum	£64,689.00	£66,306.00	£68,163.00	£70,208.00	£73,367.00	£77,769.00
1st	£69,318.00	£71,051.00	£73,040.00	£75,231.00	£78,617.00	£83,334.00
2nd	£73,948.00	£75,796.00	£77,919.00	£80,256.00	£83,868.00	£88,900.00
3rd	£78,576.00	£80,541.00	£82,796.00	£85,280.00	£89,117.00	£94,464.00
4th	£83,855.00	£85,951.00	£88,358.00	£91,009.00	£95,104.00	£100,810.00

Refer to section 7 on the UCEA Clinical Academic pay scale document

Doctors in training

Pay for Clinical academic doctors in training (new 2016 pay system)

Pay for doctors in training							
Nodal Point	Stage of NHS Training	2018	2019	01.08.2020 (2%)	01.04.2021 (2%)	01.04.22 (2%)	01.04.2023 (6%) + £1250 pre spinal point
1	FY1	£27,146.00	£27,689.00	£28,243.00	£28,808.00	£29,384.00	£32,398.00
2	FY2	£31,422.00	£32,050.00	£32,691.00	£33,345.00	£34,012.00	£37,303.00
3	CT1 or ST1/SpR1 CT2 or ST2/SpR2	£37,191.00	£37,935.00	£38,694.00	£39,467.00	£40,257.00	£43,923.00
4	CT3 or ST3 / SpR3 ST4/SpR4 ST5/SpR5 ST6/SpR6 ST7/SpR7 ST8/SpR8	£47,132.00	£48,075.00	£49,036.00	£50,017.00	£51,017.00	£55,329.00
5	ST6/SpR6 ST7/SpR7 ST8/SpR8				£53,077.00	£58,398.00	£63,152.00

Clinical Excellence Awards

These scales reflect the existing clinical excellence awards (CEA's) awarded by Local Committees (either contract) - Local CEA's granted prior to 1st April 2018 under existing Local CEA schemes in place as at 31st March 2018

Level	No change April 23
1	£3,016.00
2	£6,032.00
3	£9,048.00
4	£12,064.00
5	£15,080.00
6	£18,096.00
7	£24,128.00
8	£30,160.00
9	£36,192.00

Refer to section 11 on the UCEA Clinical Academic pay scale document

Payment for CEA will be processed from the Trust to UOL via the temporary payment form.

New Local Clinical Excellence Awards

Local CEA Awards granted between 1 April 2018 and 31st March 2021

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

No change April 22

National Clinical Excellence Awards (awarded by ACCEA)

Level	01.04.2018	01.04.2020	01.04.2021	No change April 22	No change April 23
9 Bronze	£36,192	£36,192	£36,192	£36,192	£36,192
10 Silver	£47,582	£47,582	£47,582	£47,582	£47,582
11 Gold	£59,477	£59,477	£59,477	£59,477	£59,477
12 Platinum	£77,320	£77,320	£77,320	£77,320	£77,320

Consultants Additional Points

	01.04.2019	01.04.2020	01.04.2021	No change April 22	No change April 23
1	£3,628	£3,628	£3,628	£3,628	£3,628
2	£6,536	£6,536	£6,536	£6,536	£6,536
3	£9,804	£9,804	£9,804	£9,804	£9,804
4	£13,072	£13,072	£13,072	£13,072	£13,072
5	£16,340	£16,340	£16,340	£16,340	£16,340
6	£19,608	£19,608	£19,608	£19,608	£19,608
7	£22,876	£22,876	£22,876	£22,876	£22,876
8	£26,144	£26,144	£26,144	£26,144	£26,144

Consultants Distinction Awards (either contract)

	01.04.2019	01.04.2020	01.04.2021	No change April 22	No change April 23
A+	£77,415	£77,415	£77,415	£77,415	£77,415
A	£57,048	£57,048	£57,048	£57,048	£57,048
B	£32,601	£32,601	£32,601	£32,601	£32,601