Clinical academic pay scales (England) from 1 April 2024

1. Summary of changes

In addition to the reform of the salary scales for medical and dental consultants effective from 1 March 2024, the salary scales for medical and dental consultants have now been increased by 6% to basic pay with effect from **1 April 2024**. The increases to the consultants' salary scales are set out in tables seven,

4. Flexible pay premia (for application to trainees on the new pay system only)

Pay premia (applicable only to the new pay system)				
Premium	Full-time, annual value 2022	**Full-time, annual value* 2023**	**Eligibility**	**Notes**
Academia	£4,461	£4,729	Paid following successful completion of a higher degree and return to clinical training	Full details on eligibility criteria have been agreed by NIHR, HEE, the Department of Health and NHS Employers. See the UCEA website for a copy.
Dual				

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

Pre-2009 Clinical Lecturer Scale[†]		
	01.04.22	**01.04.23**
1	35,254	38,619
2	37,000	40,470
3	38,746	42,321
4	40,492	44,171
5	42,598	46,404
6	44,705	48,637
7	46,812	50,871
8	48,918	53,103
9	51,025	55,336
[§]10	56,502	61,142
[§]11	61,042	65,955
[§]*12	65,584	70,760.[illegible]

[†] This salary scale is retained for use for clinical academic trainees who are in 'Category 2' transitional protection during the transition period to the new pay system. It may also be used for any other clinical academic posts, who are not doctors or dentists in training - such use is a matter for local determination.

[§] These points are HE specific pay scales that have no NHS equivalent. A 6% increase has been applied plus an additional £1,250 in line with the August 2023 NHS Pay Circular.

* This point was introduced on 1 April 2002 and relates only to dentists.

8. 2003 Consultant Contract: basic salary for staff holding consultant contracts whose first appointment as an NHS consultant was on or after 1 February 2004

New Threshold/ (Old Threshold)	Years completed as a consultant	Basic salary at 1 March 2024 rates	**Basic salary at 1 April 2024 rates**	Period before eligibility for next threshold
1 (1)	0	99,532	105,504	3 years
1 (2)	1	99,532	105,504	2 years
1 (3)	2	99,532	105,504	1 year
2a (4)	3	105,390	111,714	1 year
2b (5)	4	108,390	114,894	4 years
2b (5)	5	108,390	114,894	3 years
2b (5)	6	108,390	114,894	2 years
2b (5)	7	108,390	114,894	1 year
3 (5)	8	118,884	126,018	6 years
3 (6)	9	118,884	126,018	5 years
3 (6)	10	118,884	126,018	4 years
3 (6)	11	118,884	126,018	3 years
3 (6)	12	118,884	126,018	2 years
3 (6)	13	118,884	126,018	1 year
4 (7)	14	131,964	139,882	-
4 (7)	15	131,964	139,882	-
4 (7)	16	131,964	139,882	-
4 (7)	17	131,964	139,882	-
4 (7)	18	131,964	139,882	-
4 (8)	19	131,964	139,882	-

9. 2003 Consultant Contract: basic salary for staff holding honorary consultant contract whose first appointment as an NHS consultant was on or before 31 January 2004

Seniority at transfer (years)	

	Three years	4	139,882
18	On transfer	2b	114,894
	Two years	3	126,018
	Three years	4	139,882
17	On transfer	2b	114,894
	Two years	3	126,018
	Four years	4	139,882
16	On transfer	2b	114,894
	Three years	3	126,018
	Four years	4	139,882
15	On transfer	2b	114,894
	Three years	3	126,018
	Four years	4	139,882
14	On transfer	2b	114,894
	Three years	3	126,018
	Five years	4	139,882
13	On transfer	2b	114,894
	Three years	3	126,018
	Five years	4	139,882
12	On transfer	2b	114,894
	Three years	3	126,018