

## Clinical academic pay scales (England) from 1 April 2013

*April 2013 rates for Scotland, Wales and Northern Ireland are issued separately.*

### 1a Staff not holding consultant contracts on the pre 2009 scale

	01.04.12	<b>01.04.13</b>
Clinical Lecturer		
1	30992	31301
2	32526	32852
3	34061	34402
4	35596	35952
5	37448	37822
6	39300	39693
7	41152	41564
8	43003	43434
9	44856	45304
10	49670	50167
11	53663	54199
12 (i)	57655	58231
Senior Lecturer/ Reader		
	49670	50167
	53663	54199
	57655	58231
(ii)	61650	62267
(ii)	66743	67410
(ii)	70263	70966

(i) This point was introduced on 1 April 2002 and relates only to dentists paid on clinical academic pay scales.

(ii) These points have no equivalent NHS point. A 1% increase has been applied in line with the increase in the other points on the Senior Lecturer/Reader scale.

**1b Staff not holding honorary consultant contracts on the post 2009 scale**

Clinical Lecturer*	01.04.12	<b>01.04.13</b>
1	31523	31838
2	34061	34402
3	35596	35952
4	37448	37822
5	39300	39693
6	41152	41564
7	43003	43434
8	44856	45304
9	46708	47175
10	51606	52122
11	55754	56312
12 (i)	59901	60500
Senior Lecturer/ Reader		
	49670	50167
	53663	54199
	57655	58231
(ii)	61650	62267
(ii)	66743	67410
(ii)	70263	70966

- (i) This point was introduced on 1 April 2002 and relates only to dentists paid on clinical academic pay scales (UCEA Update 02:16 refers)
- (ii) These points have no equivalent NHS point. A 1% increase has been Applied in line with the increase in the other points on the Senior Lecturer/Reader scale.

\*This salary scale applies to clinical lecturers only, if HEIs wish to apply the scale to other clinical staff than clinical lecturers that is a matter for local determination.

**2 Staff holding honorary contract (pre 2003 contract)**

01.04.11	01.04.12	<b>01.04.13</b>
61,859	61,859	62478
66,285	66,285	66948
70,712	70,712	71419
75,138	75,138	75889
80,186	80,186	80988

**3 2003 Consultant Contract: basic salary for staff holding consultant contracts whose first appointment as an NHS consultant was on or after 1 February 2004**

Threshold	Years completed as a consultant	Basic salary at April 2012 rates	Basic salary at April 2013 rates	Period before eligibility for next threshold
1	0	74,504	75,249	1 year
2	1	76,837	77,605	1 year
3	2	79,170	79,961	1 year
4	3	81,502	82,318	1 year
5	4	83,829	84,667	5 years
	5	83,829	84,667	4 years
	6	83,829	84,667	3 years
	7	83,829	84,667	2 years
	8	83,829	84,667	1 year
6	9	89,370	90,263	5 years
	10	89,370	90,263	4 years
	11	89,370	90,263	3 years
	12	89,370	90,263	2 years
	13	89,370	90,263	1 year
7	14	94,911	95,860	5 years
	15	94,911	95,860	4 years
	16	94,911	95,860	3 years
	17	94,911	95,860	2 years
	18	94,911	95,860	1 year
8	19	100,446	101,451	

**4 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)	Years after transfer before threshold level changes	Pay Threshold	2011	2012	2013
30+	On transfer		89,370	89,370	90,263
	One year	7	94,911	94,911	95,860
	Two years	8	100,446	100,446	101,451
21-29	On transfer		83,829	83,829	84,667
	One year	6	89,370	89,370	90,263
	Two years	7	94,911	94,911	95,860
	Three years	8	100,446	100,446	101,451
20	On transfer		83,829	83,829	84,667
	One year	6	89,370	89,370	90,263
	Three years	7	94,911	94,911	95,860
	Four years	8	100,446	100,446	101,451
19	On transfer		83,829	83,829	84,667

	One year	6	89,370	89,370	90,263
	Three years	7	94,911	94,911	95,860
	Five years	8	100,446	100,446	101,451
18	On transfer		83,829	83,829	84,667
	Two years	6	89,370	89,370	90,263
	Three years	7	94,911	94,911	95,860
	Five years	8	100,446	100,446	101,451
17	On transfer		83,829	83,829	84,667
	Two years	6	89,370	89,370	90,263
	Four years	7	94,911	94,911	95,860
	Six years	8	100,446	100,446	101,451
16	On transfer		83,829	83,829	84,667
	Three years	6	89,370	89,370	90,263
	Four years	7	94,911	94,911	95,860
	Seven years	8	100,446	100,446	101,451
15	On transfer		83,829	83,829	84,667
	Three years	6	89,370	89,370	90,263
	Four years	7	94,911	94,911	95,860
	Eight years	8	100,446	100,446	101,451
14	On transfer		83,829	83,829	84,667
	Three years	6	89,370	89,370	90,263
	Five years	7	94,911	94,911	95,860
	Nine years	8	100,446	100,446	101,451
13	On transfer		83,829	83,829	84,667
	Three years	6	89,370	89,370	90,263
	Five years	7	94,911	94,911	95,860
	Ten years	8	100,446	100,446	101,451
12	On transfer		83,829	83,829	84,667
	Three years	6	89,370	89,370	90,263
	Six years	7	94,911	94,911	95,860
	Eleven years	8	100,446	100,446	101,451
11	On transfer		83,829	83,829	84,667
	Four years	6	89,370	89,370	90,263
	Seven years	7	94,911	94,911	95,860
	Twelve years	8	100,446	100,446	101,451
10	On transfer		83,829	83,829	84,667
	Four years	6	89,370	89,370	90,263
	Eight years	7	94,911	94,911	95,860
	Thirteen years	8	100,446	100,446	101,451
9	On transfer		83,829	83,829	84,667
	Four years	6	89,370	89,370	90,263
	Nine years	7	94,911	94,911	95,860
	Fourteen years	8	100,446	100,446	101,451
8	On transfer		83,829	83,829	84,667
	Five years	6	89,370	89,370	90,263
	Ten years	7	94,911	94,911	95,860

	Fifteen years	8	100,446	100,446	101,451
7	On transfer		83,829	83,829	84,667
	Five years	6	89,370	89,370	90,263
	Ten years	7	94,911	94,911	95,860
	Fifteen years	8	100,446	100,446	101,451
6	On transfer		82,665	82,665	83,492
	One year	5	83,829	83,829	84,667
	Five years	6	89,370	89,370	90,263
	Ten years	7	94,911	94,911	95,860
	Fifteen years	8	100,446	100,446	101,451
5	On transfer		81,502	81,502	82,318
	One year	*	82,665	82,665	83,492
	Two years	5	83,829	83,829	84,667
	Six years	6	89,370	89,370	90,263
	Eleven years	7	94,911	94,911	95,860
	Sixteen years	8	100,446	100,446	101,451
4	On transfer		76,255	76,255	77,017
	One year	3	79,170	79,170	79,961
	Two years	4	81,502	81,502	82,318
	Three years	5	83,829	83,829	84,667
	Six years	6	89,370	89,370	90,263
	Eleven years	7	94,911	94,911	95,860
	Sixteen years	8	100,446	100,446	101,451
3	On transfer		75,667	75,667	76,424
	One year	*	78,000	78,000	78,780
	Two years	4	81,502	81,502	82,318
	Three years	5	83,829	83,829	84,667
	Seven years	6	89,370	89,370	90,263
	Twelve years	7	94,911	94,911	95,860
	Seventeen years	8	100,446	100,446	101,451
2	On transfer		75,086	75,086	75,836
	One year	2	76,837	76,837	77,605
	Two years	4	81,502	81,502	82,318
	Three years	5	83,829	83,829	84,667
	Eight years	6	89,370	89,370	90,263
	Thirteen years	7	94,911	94,911	95,860
	Eighteen years	8	100,446	100,446	101,451
1	On transfer		74,504	74,504	75,249
	One year	*	75,667	75,667	76,424
	Two years	3	79,170	79,170	79,961
	Three years	4	81,502	81,502	82,318
	Four years	5	83,829	83,829	84,667
	Nine years	6	89,370	89,370	90,263
	Fourteen years	7	94,911	94,911	95,860
	Nineteen years	8	100,446	100,446	101,451

## 5 Additional Programmed Activities

The value of an Additional Programmed Activity (APA) is 10% of basic salary plus 10% of any CEA award up to level 9. Where an honorary consultant holds discretionary points or a local clinical excellence award ABOVE the level 9 discretionary point, the APA is capped at level 9 / Bronze level (£35,484 at April 2013 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £35,484 (April 2013 rate).

## 6 Clinical Excellence Awards – awarded by Local Committees (either contract)

Level	01.04.11	01.04.12	01.04.13
1	2,957	2,957	2,957
2	5,914	5,914	5,914
3	8,871	8,871	8,871
4	11,828	11,828	11,828
5	14,785	14,785	14,785
6	17,742	17,742	17,742
7	23,656	23,656	23,656
8	29,570	29,570	29,570
9	35,484	35,484	35,484

## 7 Clinical Excellence Awards – awarded by ACCEA (either contract)

Level	01.04.11	01.04.12	01.04.13
9 Bronze	35,484	35,484	35,484
10 Silver	46,644	46,644	46,644
11 Gold	58,305	58,305	58,305
12 Platinum	75,796	75,796	75,796

## 8 Consultants – additional points (either contract)

	01.4.11	01.04.12	01.04.13
1	3204	3204	3204
2	6408	6408	6408
3	9612	9612	9612
4	12816	12816	12816
5	16020	16020	16020
6	19224	19224	19224
7	22428	22428	22428
8	25632	25632	25632

## 9 Consultants – distinction awards (either contract)

	01.04.11	01.04.12	01.04.13
A+	75,889	75,889	75,889
A	55,924	55,924	55,924
B	31,959	31,959	31,959