

Clinical academic pay scales (Northern Ireland) from 1 April 2023

- A 6% increase applies to all pay scales effective from 1 April 2023.
- In addition to the 6% increase, doctors and dentists in training will receive an additional consolidated payment of £1,250 from 1 April 2023.
- Pay scales for Scotland, Wales and England are issued separately.
- Table 2 (staff holding honorary contracts pre-2003 contract) has not been updated as this salary scale has been closed by the NI government and is no longer included in the pay circular.

1a Clinical academics below the level of consultant (pre 2009 scale)

	01.04.22	01.04.23
Clinical Lecturer		
1	36,939	40,406
2	38,770	42,347
3	40,597	44,283
4	42,428	46,224
5	44,634	48,563
6	46,842	50,903
7	49,050	53,243
8	51,256	55,582
9	53,463	57,921
§10	59,202	64,004
§11	63,961	69,049
§*12	68,717	74,090
Senior Lecturer/ Reader		
§	59,202	64,004
§	63,961	69,049
§	68,717	74,090
§	73,480	79,139
§	79,550	85,573
§	83,746	90,021

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

§ These points are HE specific pay scales that have no HSC equivalent.

* This point relates only to dentists paid on clinical academic scales.

1b Clinical academics below the level of consultant (post 2009 scale)

	01.04.22	01.04.23
Clinical Lecturer [†]		
1	37,573	41,078
2	40,597	44,283
3	42,428	46,224
4	44,634	48,563
5	46,842	50,903
6	49,050	53,243
7	51,256	55,582
8	53,463	57,921
9	55,670	60,261
§10	61,507	66,447
§11	66,454	71,691
§*12	71,395	76,929
Senior Lecturer/ Reader		
§	59,202	64,004
§	63,961	69,049
§	68,717	74,090
§	73,480	79,139
§	79,550	85,573
§	83,746	90,021

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

§ These points are HE specific pay scales that have no HSC equivalent.

* This point relates only to dentists paid on clinical academic scales

2 Staff holding honorary contracts (pre 2003 contract)*

	01.04.19	01.04.20*
	66,633	68,499
	71,400	73,399
	76,169	78,302
	80,937	83,203
	86,375	88,794

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

Threshold	Years completed as a consultant	Basic salary at April 2022 rates	Basic salary at April 2023 rates	Period before eligibility for next threshold
1	0	88,799	94,127	1 year
2	1	91,581	97,076	1 year
3	2	94,362	100,024	1 year
4	3	97,141	102,970	1 year
5	4	99,913	105,908	5 years
	5	99,913	105,908	4 years
	6	99,913	105,908	3 years
	7	99,913	105,908	2 years
	8	99,913	105,908	1 year
6	9	106,520	112,912	5 years
	10	106,520	112,912	4 years
	11	106,520	112,912	3 years
	12	106,520	112,912	2 years
	13	106,520	112,912	1 year
7	14	113,124	119,912	5 years
	15	113,124	119,912	4 years
	16	113,124	119,912	3 years
	17	113,124	119,912	2 years
	18	113,124	119,912	1 year
8	19	119,723	126,907	

*Table 2 which relates to staff holding honorary contracts (pre-2003 contract) has not been updated since 2020 as that salary scale has been closed by the NI government and is no longer included in the pay circular.

4 2003 Consultant Contract: basic salary for staff holding honorary consultant contracts whose first appointment as a consultant was on or before 31 January 2004

Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2022	2023
30+	On transfer		106,520	112,912
	One year	7	113,124	119,912
	Two years	8	119,723	126,907
21-29	On transfer		99,913	105,908
	One year	6	106,520	112,912
	Two years	7	113,124	119,912
	Three years	8	119,723	126,907
20	On transfer		99,913	105,908
	One year	6	106,520	112,912
	Three years	7	113,124	119,912
	Four years	8	119,723	126,907
19	On transfer		99,913	105,908
	One year	6	106,520	112,912
	Three years	7	113,124	119,912
	Five years	8	119,723	126,907
18	On transfer		99,913	105,908
	Two years	6	106,520	112,912
	Three years	7	113,124	119,912
	Five years	8	119,723	126,907
17	On transfer		99,913	105,908
	Two years	6	106,520	112,912
	Four years	7	113,124	119,912
	Six years	8	119,723	126,907
16	On transfer		99,913	105,908
	Three years	6	106,520	112,912
	Four years	7	113,124	119,912
	Seven years	8	119,723	126,907
15	On transfer		99,913	105,908
	Three years	6	106,520	112,912
	Four years	7	113,124	119,912
	Eight years	8	119,723	126,907
14	On transfer		99,913	105,908
	Three years	6	106,520	112,912
	Five years	7	113,124	119,912
	Nine years	8	119,723	126,907
13	On transfer		99,913	105,908
	Three years	6	106,520	112,912
	Five years	7	113,124	119,912
	Ten years	8	119,723	126,907

12	On transfer		99,913	105,908
	Three years	6	106,520	112,912
	Six years	7	113,124	119,912
	Eleven years	8	119,723	126,907
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2022	2023
11	On transfer		99,913	105,908
	Four years	6	106,520	112,912
	Seven years	7	113,124	119,912
	Twelve years	8	119,723	126,907
10	On transfer		99,913	105,908
	Four years	6	106,520	112,912
	Eight years	7	113,124	119,912
	Thirteen years	8	119,723	126,907
9	On transfer		99,913	105,908
	Four years	6	106,520	112,912
	Nine years	7	113,124	119,912
	Fourteen years	8	119,723	126,907
8	On transfer		99,913	105,908
	Five years	6	106,520	112,912
	Ten years	7	113,124	119,912
	Fifteen years	8	119,723	126,907
7	On transfer		99,913	105,908
	Five years	6	106,520	112,912
	Ten years	7	113,124	119,912
	Fifteen years	8	119,723	126,907
6	On transfer		98,528	104,440
	One year	5	99,913	105,908
	Five years	6	106,520	112,912
	Ten years	7	113,124	119,912
	Fifteen years	8	119,723	126,907
5	On transfer		97,141	102,970
	One year	*	98,528	104,440
	Two years	5	99,913	105,908
	Six years	6	106,520	112,912
	Eleven years	7	113,124	119,912
	Sixteen years	8	119,723	126,907
4	On transfer		90,887	96,341
	One year	3	94,362	100,024
	Two years	4	97,141	102,970
	Three years	5	99,913	105,908
	Six years	6	106,520	112,912
	Eleven years	7	113,124	119,912
	Sixteen years	8	119,723	126,907
3	On transfer		90,187	95,599

	One year	*	92,968	98,547
	Two years	4	97,141	102,970
	Three years	5	99,913	105,908
	Seven years	6	106,520	112,912
	Twelve years	7	113,124	119,912
	Seventeen years	8	119,723	126,907
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2022	2023
2	On transfer		89,494	94,864
	One year	2	91,581	97,076
	Two years	4	97,141	102,970
	Three years	5	99,913	105,908
	Eight years	6	106,520	112,912
	Thirteen years	7	113,124	119,912
	Eighteen years	8	119,723	126,907
1	On transfer		88,799	94,127
	One year	*	90,187	95,599
	Two years	3	94,362	100,024
	Three years	4	97,141	102,970
	Four years	5	99,913	105,908
	Nine years	6	106,520	112,912
	Fourteen years	7	113,124	119,912
	Nineteen years	8	119,723	126,907

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 2023 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £35,484 (April 2023 rate).

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

Level	01.04.21	01.04.22	01.04.23
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 NICEAC (either contract)

Level	01.04.21	01.04.22	01.04.23
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 – Discretionary points (old contract)

	01.04.21	01.04.22	01.04.23
1	3,204	3,204	3,204
2	6,408	6,408	6,408
3	9,612	9,612	9,612
4	12,816	12,816	12,816
5	16,020	16,020	16,020
6	19,224	19,224	19,224
7	22,428	22,428	22,428
8	25,632	25,632	25,632

9 Consultants – distinction awards (old contract)

	01.04.21	01.04.22	01.04.23
A+	75,889	75,889	75,889
A	55,924	55,924	55,924
B	31,959	31,959	31,959

For any queries about these pay scales please contact Nicola Carter, Senior Consultant, UCEA at n.carter@ucea.ac.uk or Alison McGrand, Senior Employment Policy Adviser at a.mcgrand@ucea.ac.uk. Except where noted as HE-specific, these scales are based on the latest pay circular published by the Department of Health Northern Ireland, Workforce Policy Directorate. Scales are drafted by UCEA and agreed by the BMA, UCU and BDA.