

Clinical academic pay scales (Wales) 2024/25

1. Summary of changes

1.1 Consultants

The pay scale for medical and dental consultants has been increased by 6% to basic pay with effect from **1 April 2024**.

This is *in addition* to the reform of the pay scale for medical and dental consultants effective from 1 January 2024 as notified in UCEA [Update 24:030](#).

The National Clinical Impact awards remain unchanged from last year.

1.2 Doctors and dentists in training

The pay scales for doctors and dentists in training have been increased by 6% to basic pay plus an additional £1,000 consolidated payment with effect from **1 April 2024**.

2. Staff not holding consultant contracts on the pre-2009 scale and Senior Lecturer / Reader Scale

	01.04.23	01.04.24
†Clinical Lecturer		
1	42,146	45,675
2	44,233	47,887
3	46,318	50,099
4	48,407	52,314
5	50,924	54,979
6	53,442	57,650
7	55,962	60,319
8	58,479	62,989
9	60,997	65,657
§10	67,540	72,592
§11	72,970	78,348
§*12	78,398	84,102
Senior Lecturer/ Reader		
§	67,540	72,592
§	72,970	78,348
§	78,398	84,102
§	83,830	89,860
§	90,755	97,200
§	95,542	102,275

3. Staff not holding honorary consultant contracts on the post-2009 scale

[†] Clinical Lecturer	01.04.23	01.04.24
1	42,866	46,438
2	46,319	50,099
3	48,409	52,314
4	50,923	54,979
5	53,443	57,650
6	55,961	60,319
7	58,480	62,989
8	60,997	65,657
9	63,518	68,330
[§] 10	70,172	75,382
[§] 11	75,816	81,365
^{§*} 12	81,452	87,339
Senior Lecturer/ Reader		
[§]	67,540	72,592
[§]	72,970	78,348
[§]	78,398	84,102
[§]	83,830	89,860
[§]	90,755	97,200
[§]	95,542	102,275

[†] 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

[§] These points are HE specific pay scales that have no NHS equivalent. A 12.4% increase has been applied in line with the latest NHS Pay Circular.

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

4. Consultants basic salary and pay points from 1 April 2024

For pay point & Commitment Award (CA) (current pay point on UCEA scales)	Years completed as consultant	New pay point	Basic salary from 1 January 2024	Basic salary from 1 April 2024
Min (1)	0	1	100,000	106,000
1 (2)	1	2	105,000	111,300
2 (3)	2	3	110,000	116,600
3 (4)	3	4	115,000	121,900
4 (5)	4	5	123,000	130,380
5 (6)	5	5	123,000	130,380
6 (year 1) (7)	6	5	123,000	130,380
6 (year 2)	7	5	123,000	130,380
6 (year 3)	8	5	123,000	130,380
6 & CA1	9	6	130,000	137,800
6 & CA1	10	6	130,000	137,800
6 & CA1	11	6	130,000	137,800
6 & CA2	12	6	130,000	137,800
6 & CA2	13	6	130,000	137,800
6 & CA2	14	6	130,000	137,800
6 & CA3	15	6	130,000	137,800
6 & CA3	16	7	138,000	146,280
6 & CA3	17	7	138,000	146,280
6 & CA4	18	7	138,000	146,280
6 & CA4	19	7	138,000	146,280
6 & CA4	20	7	138,000	146,280
6 & CA5	21	7	138,000	146,280
6 & CA5	22	7	138,000	146,280
6 & CA5	23	8	146,000	154,760
6 & CA6		8	146,000	154,760
6 & CA6		8	146,000	154,760
6 & CA6		8	146,000	154,760
6 & CA7		8	146,000	154,760
6 & CA7		8	146,000	154,760
6 & CA7		8	146,000	154,760
6 & CA8		8	146,000	154,760

Previous pay scale for consultants:

	01.04.22	01.04.23
1	87,354	91,722
2	90,137	94,644
3	94,789	99,529
4	100,191	105,201
5	106,363	111,682
6	109,882	115,377
7	113,408	119,079

5. Commitment Awards (local) – Commitment Awards have been removed and brought into basic pay with effect from 1 January 2024.

	01.04.23	01.01.24
1	3,334	N/A
2	6,668	N/A
3	10,002	N/A
4	13,336	N/A
5	16,670	N/A
6	20,004	N/A
7	23,338	N/A
8	26,672	N/A

6. Clinical impact awards – awarded by ACCIA

Level	01.04.23	01.04.24
N0	10,000	10,000
N1	20,000	20,000
N2	30,000	30,000
N3	40,000	40,000

7. Distinction Awards – national

The Distinction Awards value scale has been removed as NHS Wales have advised that there are no longer any award holders in Wales.