

## Clinical academic pay scales - Northern Ireland (NI) - from 1 March 2024

### 1.1 Consultants

The salary scale for medical and dental consultants in Northern Ireland has been reformed with effect **from 1 March 2024**. The consultants pay scale has been modernised to include:

- An uplift of between 0.4% and 12.3% depending on the point in the new pay scale with an average uplift of 5.26%.
- A reduction in the number of pay points in the pay scale.
- An increase in starting pay and in pay at the top of the scale.
- The new pay scale reduces the pay thresholds from 8 to 5 and reduces the number of years taken to reach the top threshold from 19 to 14.

Tables 3 and 4 on pages 3 and 4 respectively set out the new basic salary for consultants on the 2004 contract. The table also shows how the pay thresholds on the new pay scale align with the thresholds on the old scale. Annex A of the Department of Health circular provides details of the pay structure. The reformed pay scales for medical and dental consultants are effective from **1 March 2024**.

### 1.2 Doctors and dentists in training

The salary scales for doctors and dentists in training remain unchanged. Salaries scales for doctors and dentists were increased by 6% to basic pay plus an additional consolidated increase of £1,250 to each pay point from 1 April 2023.

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	<b>01.04.23</b>
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 <sup>†</sup>		
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

\*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.

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

<b>New Threshold/ Old Pay point</b>	<b>Years completed as a consultant</b>	<b>Basic salary at April 2023 rates</b>	<b>Basic salary at 1 March 2024 rates</b>	<b>Period before eligibility for next threshold</b>
1 (1)	0	94,127	100,400	3 years
1 (2)	1	97,076	100,400	2 years
1 (3)	2	100,024	100,400	1 year
2 (4)	3	102,970	105,400	1 year
3 (5)	4	105,908	108,400	4 years
3 (6)	5	105,908	108,400	3 years
3 (7)	6	105,908	108,400	2 years
3 (8)	7	105,908	108,400	1 year
4 (9)	8	105,908	118,900	6 years
4 (10)	9	112,912	118,900	5 years
4 (11)	10	112,912	118,900	4 years
4 (12)	11	112,912	118,900	3 years
4 (13)	12	112,912	118,900	2 years
4 (14)	13	112,912	118,900	1 year
5 (15)	14	119,912	132,000	Maximum of scale
5 (16)	15	119,912	132,000	
5 (17)	16	119,912	132,000	
5 (18)	17	119,912	132,000	
5 (19)	18	119,912	132,000	
5 (20)	19	126,907	132,000	

**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**

<b>Seniority at transfer (years)</b>	<b>years after transfer before threshold level changes</b>	<b>New pay threshold</b>	<b>2024</b>
30+	On transfer	4	118,900
	One year	5	132,000
21-29	On transfer	3	108,400
	one year	4	118,900
	two years	5	132,000
20	On transfer	3	108,400
	one year	4	118,900
	three years	5	132,000
19	On transfer	3	108,400
	one year	4	118,900
	three years	5	132,000
18	On transfer	3	108,400
	two years	4	118,900
	three years	5	132,000
17	On transfer	3	108,400
	two years	4	118,900
	four years	5	132,000
16	On transfer	3	108,400
	three years	4	118,900
	four years	5	132,000
15	On transfer	3	108,400
	three years	4	118,900
	four years	5	132,000
14	On transfer	3	108,400
	Three years	4	118,900
	five years	5	132,000
13	On transfer	3	108,400
	three years	4	118,900
	five years	5	132,000
12	On transfer	3	108,400
	Three years	4	118,900
	six years	5	132,000
11	On transfer	3	108,400
	four years	4	118,900
	seven years	5	132,000
10	On transfer	3	108,400
	four years	4	118,900
	eight years	5	132,000

Seniority at transfer (years)	Years after transfer before threshold level changes	New Pay Threshold	2024
9	On transfer	3	108,400
	four years	4	118,900
	nine years	5	132,000
8	On transfer	3	108,400
	four years	4	118,900
	ten years	5	132,000
7	On transfer	3	108,400
	four years	4	118,900
	ten years	5	132,000
6	On transfer	3	108,400
	five years	4	118,900
	ten years	5	132,000
5	On transfer	2	105,400
	one years	3	108,400
	six years	4	118,900
	eleven years	5	132,000
4	On transfer	1	100,400
	two years	2	105,400
	three years	3	108,400
	six years	4	118,900
	eleven years	5	132,000
3	On transfer	1	100,400
	two years	2	105,400
	three years	3	108,400
	seven years	4	118,900
	twelve years	5	132,000
2	On transfer	1	100,400
	two years	2	105,400
	three years	3	108,400
	seven years	4	118,900
	thirteen years	5	132,000
1	On transfer	1	100,400
	three years	2	105,400
	four years	3	108,400
	eight years	4	118,900
	fourteen years	5	132,000

\*For consultants with seniority of 1, 3 or 5 years on transition, the first pay point was for transitional purposes.

## 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	01.04.22	<b>01.04.23</b>
1	2,957	2,957
2	5,914	5,914
3	8,871	8,871
4	11,828	11,828
5	14,785	14,785
6	17,742	17,742
7	23,656	23,656
8	29,570	29,570
9	35,484	35,484

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

Level	01.04.22	<b>01.04.23</b>
9 Bronze	35,484	35,484
10 Silver	46,644	46,644
11 Gold	58,305	58,305
12 Platinum	75,796	75,796

#### 8 Consultants – Discretionary points (old contract)

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

#### 9 Consultants – distinction awards (old contract)

	01.04.22	<b>01.04.23</b>
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959

For any queries about these pay scales please contact Nicola Carter, Senior Consultant, UCEA at [n.carter@ucea.ac.uk](mailto:n.carter@ucea.ac.uk) or Alison McGrand, Senior Employment Policy Adviser at [a.mcgrand@ucea.ac.uk](mailto: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.