

Clinical academic pay scales (Wales) 2023/24 – updated August 2024

1. Summary of changes

1.1 Consultants

The pay scale for medical and dental consultants has been reformed with effect **from 1 January 2024**. The consultants pay scale has been modernised to include:

- The removal of commitment awards bringing them into basic pay instead.
- A reduction in the overall number of pay points from 14 to 8, which reduces the number of years to reach the top pay point to 23 years.
- An increase in starting pay.
- An increase in all pay points.

The National Clinical Impact awards remain unchanged from last year.

The single non-consolidated payments payable to those employed on Consultant Terms and Conditions in NHS Wales since 1st April 2020 on the pay points below will cease with effect from 28 June 2024.

Point 0 - £2,500

Point 1 - £2,500

Point 2 - £500

1.2 Junior doctors

An overall increase of 12.4% applies to doctors and dentists in training **backdated to 1 April 2023**. The 12.4% includes the 5% already implemented for 2023/24.

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

	01.04.22	01.04.23
†Clinical Lecturer		
1	37,496	42,146
2	39,353	44,233
3	41,208	46,318
4	43,066	48,407
5	45,306	50,924
6	47,546	53,442
7	49,788	55,962
8	52,027	58,479
9	54,267	60,997
§10	60,089	67,540
§11	64,920	72,970
§*12	69,749	78,398

Senior Lecturer/ Reader		
§	60,089	67,540
§	64,920	72,970
§	69,749	78,398
§	74,582	83,830
§	80,743	90,755
§	85,002	95,542

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

†Clinical Lecturer	01.04.22	01.04.23
1	38,137	42,866
2	41,209	46,319
3	43,068	48,409
4	45,305	50,923
5	47,547	53,443
6	49,787	55,961
7	52,028	58,480
8	54,267	60,997
9	56,510	63,518
§10	62,431	70,172
§11	67,452	75,816
§*12	72,466	81,452
Senior Lecturer/ Reader		
§	60,089	67,540
§	64,920	72,970
§	69,749	78,398
§	74,582	83,830
§	80,743	90,755
§	85,002	95,542

† 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 new basic salary and pay points on transfer from 1 January 2024

Current pay point & Commitment Award (CA) (current pay point on UCEA scales)	Basic salary from 1 April 2023	Years completed as consultant	New pay point	Basic salary from 1 January 2024	Period before eligible for next pay point
Min (1)	91,722	0	1	100,000	1 year
1 (2)	94,644	1	2	105,000	1 year
2 (3)	99,529	2	3	110,000	1 year
3 (4)	105,201	3	4	115,000	1 year
4 (5)	111,682	4	5	123,000	5 years
5 (6)	115,377	5	5	123,000	4 years
6 (year 1) (7)	119,079	6	5	123,000	3 years
6 (year 2)	119,079	7	5	123,000	2 years
6 (year 3)	119,079	8	5	123,000	1 year
6 & CA1	122,413	9	6	130,000	7 years
6 & CA1	122,413	10	6	130,000	6 years
6 & CA1	122,413	11	6	130,000	5 years
6 & CA2	125,747	12	6	130,000	4 years
6 & CA2	125,747	13	6	130,000	3 years
6 & CA2	125,747	14	6	130,000	2 years
6 & CA3	129,081	15	6	130,000	1 year
6 & CA3	129,081	16	7	138,000	7 years
6 & CA3	129,081	17	7	138,000	6 years
6 & CA4	132,415	18	7	138,000	5 years
6 & CA4	132,415	19	7	138,000	4 years
6 & CA4	132,415	20	7	138,000	3 years
6 & CA5	135,749	21	7	138,000	2 years
6 & CA5	135,749	22	7	138,000	1 year
6 & CA5	135,749	23	8	146,000	Maximum
6 & CA6	139,083		8	146,000	Maximum
6 & CA6	139,083		8	146,000	Maximum
6 & CA6	139,083		8	146,000	Maximum
6 & CA6	139,083		8	146,000	Maximum
6 & CA7	142,417		8	146,000	Maximum
6 & CA7	142,417		8	146,000	Maximum
6 & CA7	142,417		8	146,000	Maximum
6 & CA8	145,751		8	146,000	Maximum

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	01.04.22	01.04.23
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.