

Clinical academic staff

Clinical Rate Table A

With effect from 01-Apr-26

Associate Professor (Medical - Old CC)		
Grade A62		
Scale point	01 April 2025	01 April 2026
5	£111,133	£115,023
4	£104,138	£107,782
3	£98,003	£101,433
2	£91,867	£95,082
1	£85,732	£88,733

Clinical Lecturer Trainee		
Grade A63		
Scale point	01 April 2025	01 April 2026
5	£73,992	£76,582
4	£65,048	£67,325
3	£52,656	£54,499
2	£44,439	£45,994
1	£38,831	£40,190

Clinical Lecturer		
Grade A67		
Scale point	01 April 2025	01 April 2026
11	£80,081	£82,884
10	£74,360	£76,963
9	£67,610	£69,976
8	£65,056	£67,333
7	£62,502	£64,690
6	£59,950	£62,049
5	£57,397	£59,406
4	£54,843	£56,763
3	£52,291	£54,121
2	£50,175	£51,931
1	£46,675	£48,309

Clinical Tutor/Lecturer GP		
Grade A68		
Scale point	01 April 2025	01 April 2026
5	£113,763	£117,745
4	£106,804	£110,542
3	£100,703	£104,228
2	£94,600	£97,911
1	£88,499	£91,596

Clinical Professor holding new consultant contract		
Grade A80		
Scale point	01 April 2025	01 April 2026
80	£145,478	£150,569
60	£131,058	£135,645
50	£119,490	£123,672
40	£116,182	£120,249
30	£109,725	£113,565

Clinical Professor holding pre-2003 consultant contract		
Grade A70		
Scale point	01 April 2025	01 April 2026
1	£111,133	£115,023

Associate Professor (Med)/Clinical Reader		
Grade A82		
Scale point	01 April 2025	01 April 2026
80	£145,478	£150,569
60	£131,058	£135,645
50	£119,490	£123,672
40	£116,182	£120,249
30	£109,725	£113,565

See Clinical Rate Table C for salaries and progression arrangements for staff whose first appointment as an NHS consultant was before 1 February 2004
 See Clinical Rate Table D for salaries and progression arrangements for staff whose first appointment as an NHS consultant was on or after 1 February 2004
 See Clinical Rate Table E for discretionary points, distinction awards and clinical excellence awards for holders of honorary consultant contracts.

Clinical research staff
Clinical Rate Table B

With effect from

01-Apr-26

Senior Clinical Researcher holding pre-2003 consultant contract		
Grade E62		
Scale point	01 April 2025	01 April 2026
5	£111,133	£115,023
4	£104,138	£107,782
3	£98,003	£101,433
2	£91,867	£95,082
1	£85,732	£88,733

Clinical Researcher Trainee		
Grade E63		
Scale point	01 April 2025	01 April 2026
5	£73,992	£76,582
4	£65,048	£67,325
3	£52,656	£54,499
2	£44,439	£45,994
1	£38,831	£40,190

Clinical Researcher		
Grade E64		
Scale point	01 April 2025	01 April 2026
10	£71,694	£74,203
9	£65,056	£67,333
8	£62,502	£64,690
7	£59,950	£62,049
6	£57,397	£59,406
5	£54,843	£56,763
4	£52,291	£54,121
3	£50,175	£51,931
2	£48,059	£49,741
1	£45,943	£47,551

Clinical Researcher		
Grade E65		
Scale point	01 April 2025	01 April 2026
11	£77,196	£79,898
10	£71,694	£74,203
9	£65,056	£67,333
8	£62,502	£64,690
7	£59,950	£62,049
6	£57,397	£59,406
5	£54,843	£56,763
4	£52,291	£54,121
3	£50,175	£51,931
2	£48,059	£49,741
1	£45,943	£47,551

Clinical Researcher		
Grade E66		
Scale point	01 April 2025	01 April 2026
5	£100,084	£103,587
4	£95,229	£98,562
3	£88,210	£91,297
2	£82,701	£85,596
1	£77,196	£79,898

Senior Clinical Researcher holding new consultant contract		
Grade E82		
Scale point	01 April 2025	01 April 2026
80	£145,478	£150,569
60	£131,058	£135,645
50	£119,490	£123,672
40	£116,182	£120,249
30	£109,725	£113,565

Clinical Researcher		
Grade E71		
Scale point	01 April 2025	01 April 2026
9	£65,056	£67,333
8	£62,502	£64,690
7	£59,950	£62,049
6	£57,397	£59,406
5	£54,843	£56,763
4	£52,291	£54,121
3	£50,175	£51,931
2	£48,059	£49,741
1	£45,943	£47,551

See Clinical Rate Table C for salaries and progression arrangements for staff whose first appointment as an NHS consultant was before 1 February 2004
 See Clinical Rate Table D for salaries and progression arrangements for staff whose first appointment as an NHS consultant was on or after 1 February 2004
 See Clinical Rate Table E for discretionary points, distinction awards and clinical excellence awards for holders of honorary consultant contracts.

First appointment as an NHS consultant before 1 February 2004

Pay progression arrangements

With effect from:

01-Apr-26

Seniority at transfer in years	Threshold	Years after transfer before threshold level changes	01 April 2026
30+	3	On transfer	£135,645
	4	1 year	£150,569
	4	2 years	£150,569
21-29	2b	On transfer	£123,672
	3	1 year	£135,645
	4	2 years	£150,569
20	2b	On transfer	£123,672
	3	1 year	£135,645
	4	3 years	£150,569
19	2b	On transfer	£123,672
	3	1 year	£135,645
	4	3 years	£150,569
18	2b	On transfer	£123,672
	3	2 years	£135,645
	4	3 years	£150,569
17	2b	On transfer	£123,672
	3	2 years	£135,645
	4	4 years	£150,569
16	2b	On transfer	£123,672
	3	3 years	£135,645
	4	4 years	£150,569
15	2b	On transfer	£123,672
	3	3 years	£135,645
	4	4 years	£150,569
14	2b	On transfer	£123,672
	3	3 years	£135,645
	4	5 years	£150,569
13	2b	On transfer	£123,672
	3	3 years	£135,645
	4	5 years	£150,569
12	2b	On transfer	£123,672
	3	3 years	£135,645
	4	6 years	£150,569
11	2b	On transfer	£123,672
	3	4 years	£135,645
	4	7 years	£150,569
10	2b	On transfer	£123,672
	3	4 years	£135,645
	4	8 years	£150,569

First appointment as an NHS consultant before 1 February 2004

Seniority at transfer in years	Threshold	Years after transfer before threshold level changes	01 April 2026
9	2b	On transfer	£123,672
	3	4 years	£135,645
	4	9 years	£150,569
8	2b	On transfer	£123,672
	3	4 years	£135,645
	4	10 years	£150,569
7	2b	On transfer	£123,672
	3	4 years	£135,645
	4	10 years	£150,569
6	2b	On transfer	£123,672
	3	5 years	£135,645
	4	10 years	£150,569
5	2a	On transfer	£120,249
	2b	1 year	£123,672
	3	6 years	£135,645
	4	11 years	£150,569
4	1	On transfer	£113,565
	2a	2 years	£120,249
	2b	3 years	£123,672
	3	6 years	£135,645
	4	11 years	£150,569
3	1	On transfer	£113,565
	2a	2 years	£120,249
	2b	3 years	£123,672
	3	7 years	£135,645
	4	12 years	£150,569
2	1	On transfer	£113,565
	2a	2 years	£120,249
	2b	3 years	£123,672
	3	7 years	£135,645
	4	13 years	£150,569
1	1	On transfer	£113,565
	2a	3 years	£120,249
	2b	4 years	£123,672
	3	8 years	£135,645
	4	14 years	£150,569

Notes:

* for consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes

First appointment as an NHS consultant from 1 February 2004

Pay progression arrangements

With effect from: 01-Apr-26

Threshold	Years completed as a consultant	01 April 2026	Period before eligibility for next threshold
1	0	£113,565	3 years
1	1	£113,565	2 years
1	2	£113,565	1 year
2a	3	£120,249	1 year
2b	4	£123,672	4 years
2b	5	£123,672	3 years
2b	6	£123,672	2 years
2b	7	£123,672	1 year
3	8	£135,645	6 years
3	9	£135,645	5 years
3	10	£135,645	4 years
3	11	£135,645	3 years
3	12	£135,645	2 years
3	13	£135,645	1 year
4	14	£150,569	-
4	15	£150,569	-
4	16	£150,569	-
4	17	£150,569	-
4	18	£150,569	-
4	19	£150,569	-

Note 1: Relevant pay scales A80, A82, and E82

Clinical Excellence Awards, Clinical Distinction Awards and National Clinical Impact awards

Clinical Excellence Awards - awarded by Local committees (either contract)

Level	01 April 2025	01 April 2026
1	£3,016	£3,016
2	£6,032	£6,032
3	£9,048	£9,048
4	£12,064	£12,064
5	£15,080	£15,080
6	£18,096	£18,096
7	£24,128	£24,128
8	£30,160	£30,160
9	£36,192	£36,192

Note for administrators:

These awards are implemented in PeopleXD Pay via the following allowances:

450 - CLINICAL EXCELLENCE AWARD 1-9
 451 - CLINICAL EXCELLENCE AWRD 10-12
 452 - CLINICAL EXCELL ADDITIONAL 1-9
 453 - CLINICAL EXCEL ADDITIONA 10-12
 414 - CLIN PROF MERIT AWARD DISC PTS
 430 - CLINICAL PROF M/AWARD
 431 - CLINICAL PROF M/AWARD ADDITION
 445 - NATIONAL CLINICAL IMPACT AWARD
 447 - NCIA PEN PROTECTION

Clinical Excellence Awards - awarded by ACCEA (either contract)

Level	01 April 2025	01 April 2026
9 Bronze	£36,192	£36,192
10 Silver	£47,582	£47,582
11 Gold	£59,477	£59,477
12 Platinum	£77,320	£77,320

Consultant - additional points (either contract)

Level	01 April 2025	01 April 2026
1	£3,268	£3,268
2	£6,536	£6,536
3	£9,804	£9,804
4	£13,072	£13,072
5	£16,340	£16,340
6	£19,608	£19,608
7	£22,876	£22,876
8	£26,144	£26,144

Consultants - distinction awards (either contract)

Level	01 April 2025	01 April 2026
A+	£77,415	£77,415
A	£57,048	£57,048
B	£32,601	£32,601

National Clinical Impact awards - awarded by ACCIA (either contract)

Note for administrators:

The uplift to the NCIA awards has been backdated to 01 April 2025.

Level	01 April 2024	01 April 2025
Level 1	£20,000	£21,000
Level 2	£30,000	£31,500
Level 3	£40,000	£42,000