

Clinical academic pay scales (Northern Ireland) from 1 April 2022

- A 4.5% increase applies to all pay scales effective from 1 April 2022.
- 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)

	01.04.21	01.04.22
Clinical Lecturer		
1	35,348	36,939
2	37,100	38,770
3	38,849	40,597
4	40,601	42,428
5	42,712	44,634
6	44,825	46,842
7	46,938	49,050
8	49,049	51,256
9	51,161	53,463
§10	56,653	59,202
§11	61,207	63,961
§*12	65,758	68,717
Senior Lecturer/ Reader		
§	56,653	59,202
§	61,207	63,961
§	65,758	68,717
§	70,316	73,480
§	76,124	79,550
§	80,140	83,746

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)

	01.04.21	01.04.22
Clinical Lecturer†		
1	35,955	37,573
2	38,849	40,597
3	40,601	42,428
4	42,712	44,634
5	44,825	46,842
6	46,938	49,050
7	49,049	51,526
8	51,161	53,463
9	53,273	55,670
§10	58,858	61,507
§11	63,592	66,454
§*12	68,321	71,395
Senior Lecturer/ Reader		
§	56,653	59,202
§	61,207	63,961
§	65,758	68,717
§	70,316	73,480
§	76,124	79,550
§	80,140	83,746

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 2021 rates	Basic salary at April 2022 rates	Period before eligibility for next threshold
1	0	84,975	88,799	1 year
2	1	87,637	91,581	1 year
3	2	90,299	94,362	1 year
4	3	92,958	97,141	1 year
5	4	95,611	99,913	5 years
	5	95,611	99,913	4 years
	6	95,611	99,913	3 years
	7	95,611	99,913	2 years
	8	95,611	99,913	1 year
6	9	101,933	106,520	5 years
	10	101,933	106,520	4 years
	11	101,933	106,520	3 years
	12	101,933	106,520	2 years
	13	101,933	106,520	1 year
7	14	108,253	113,124	5 years
	15	108,253	113,124	4 years
	16	108,253	113,124	3 years
	17	108,253	113,124	2 years
	18	108,253	113,124	1 year
8	19	114,567	119,723	

*Table 2 which relates to staff holding honorary contracts (pre-2003 contract) has not been updated for 2021 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	2021	2022
30+	On transfer		101,933	106,520
	One year	7	108,253	113,124
	Two years	8	114,567	119,723
21-29	On transfer		95,611	99,913
	One year	6	101,933	106,520
	Two years	7	108,253	113,124
	Three years	8	114,567	119,723
20	On transfer		95,611	99,913
	One year	6	101,933	106,520
	Three years	7	108,253	113,124
	Four years	8	114,567	119,723
19	On transfer		95,611	99,913
	One year	6	101,933	106,520
	Three years	7	108,253	113,124
	Five years	8	114,567	119,723
18	On transfer		95,611	99,913
	Two years	6	101,933	106,520
	Three years	7	108,253	113,124
	Five years	8	114,567	119,723
17	On transfer		95,611	99,913
	Two years	6	101,933	106,520
	Four years	7	108,253	113,124
	Six years	8	114,567	119,723
16	On transfer		95,611	99,913
	Three years	6	101,933	106,520
	Four years	7	108,253	113,124
	Seven years	8	114,567	119,723
15	On transfer		95,611	99,913
	Three years	6	101,933	106,520
	Four years	7	108,253	113,124
	Eight years	8	114,567	119,723
14	On transfer		95,611	99,913
	Three years	6	101,933	106,520
	Five years	7	108,253	113,124
	Nine years	8	114,567	119,723
13	On transfer		95,611	99,913
	Three years	6	101,933	106,520
	Five years	7	108,253	113,124
	Ten years	8	114,567	119,723
12	On transfer		95,611	99,913

	Three years	6	101,933	106,520
	Six years	7	108,253	113,124
	Eleven years	8	114,567	119,723
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2021	2022
11	On transfer		95,611	99,913
	Four years	6	101,933	106,520
	Seven years	7	108,253	113,124
	Twelve years	8	114,567	119,723
10	On transfer		95,611	99,913
	Four years	6	101,933	106,520
	Eight years	7	108,253	113,124
	Thirteen years	8	114,567	119,723
9	On transfer		95,611	99,913
	Four years	6	101,933	106,520
	Nine years	7	108,253	113,124
	Fourteen years	8	114,567	119,723
8	On transfer		95,611	99,913
	Five years	6	101,933	106,520
	Ten years	7	108,253	113,124
	Fifteen years	8	114,567	119,723
7	On transfer		95,611	99,913
	Five years	6	101,933	106,520
	Ten years	7	108,253	113,124
	Fifteen years	8	114,567	119,723
6	On transfer		94,285	98,528
	One year	5	95,611	99,913
	Five years	6	101,933	106,520
	Ten years	7	108,253	113,124
	Fifteen years	8	114,567	119,723
5	On transfer		92,958	97,141
	One year	*	94,285	98,528
	Two years	5	95,611	99,913
	Six years	6	101,933	106,520
	Eleven years	7	108,253	113,124
	Sixteen years	8	114,567	119,723
4	On transfer		86,973	90,887
	One year	3	90,299	94,362
	Two years	4	92,958	97,141
	Three years	5	95,611	99,913
	Six years	6	101,933	106,520
	Eleven years	7	108,253	113,124
	Sixteen years	8	114,567	119,723
3	On transfer		86,303	90,187
	One year	*	88,965	92,968
	Two years	4	92,958	97,141

	Three years	5	95,611	99,913
	Seven years	6	101,933	106,520
	Twelve years	7	108,253	113,124
	Seventeen years	8	114,567	119,723
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2021	2022
2	On transfer		85,640	89,494
	One year	2	87,637	91,581
	Two years	4	92,958	97,141
	Three years	5	95,611	99,913
	Eight years	6	101,933	106,520
	Thirteen years	7	108,253	113,124
	Eighteen years	8	114,567	119,723
1	On transfer		84,975	88,799
	One year	*	86,303	90,187
	Two years	3	90,299	94,362
	Three years	4	92,958	97,141
	Four years	5	95,611	99,913
	Nine years	6	101,933	106,520
	Fourteen years	7	108,253	113,124
	Nineteen years	8	114,567	119,723

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 2022 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £35,484 (April 2022 rate).

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

Level	01.04.20	01.04.21	01.04.22
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	01.04.20	01.04.21	01.04.22
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)

	01.04.20	01.04.21	01.04.22
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)

	01.04.20	01.04.21	01.04.22
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, Head of Employment Policy and Advice, 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.