

Clinical academic pay scales (Northern Ireland) from 1 April 2021

- Pay scales for Scotland, Wales and England are issued separately.
- These salaries apply from 1 April 2021
- 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)

	01.04.20	01.04.21
Clinical Lecturer		
1	34,318	35,348
2	36,019	37,100
3	37,717	38,849
4	39,418	40,601
5	41,467	42,712
6	43,519	44,825
7	45,570	46,938
8	47,620	49,049
9	49,670	51,161
§10	55,003	56,653
§11	59,423	61,207
§*12	63,843	65,758
Senior Lecturer/ Reader		
§	55,003	56,653
§	59,423	61,207
§	63,843	65,758
§	68,268	70,316
§	73,907	76,124
§	77,806	80,140

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)

	01.04.20	01.04.21
Clinical Lecturer†		
1	34,907	35,955
2	37,717	38,849
3	39,418	40,601
4	41,467	42,712
5	43,519	44,825
6	45,570	46,938
7	47,620	49,049
8	49,670	51,161
9	51,721	53,273
§10	57,144	58,858
§11	61,740	63,592
§*12	66,331	68,321
Senior Lecturer/ Reader		
§	55,003	56,653
§	59,423	61,207
§	63,843	65,758
§	68,268	70,316
§	73,907	76,124
§	77,806	80,140

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 2020 rates	Basic salary at April 2021 rates	Period before eligibility for next threshold
1	0	82,500	84,975	1 year
2	1	85,084	87,637	1 year
3	2	87,668	90,299	1 year
4	3	90,250	92,958	1 year
5	4	92,826	95,611	5 years
	5	92,826	95,611	4 years
	6	92,826	95,611	3 years
	7	92,826	95,611	2 years
	8	92,826	95,611	1 year
6	9	98,964	101,933	5 years
	10	98,964	101,933	4 years
	11	98,964	101,933	3 years
	12	98,964	101,933	2 years
	13	98,964	101,933	1 year
7	14	105,100	108,253	5 years
	15	105,100	108,253	4 years
	16	105,100	108,253	3 years
	17	105,100	108,253	2 years
	18	105,100	108,253	1 year
8	19	111,230	114,567	

*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	2020	2021
30+	On transfer		98,964	101,933
	One year	7	105,100	108,253
	Two years	8	111,230	114,567
21-29	On transfer		92,826	95,611
	One year	6	98,964	101,933
	Two years	7	105,100	108,253
	Three years	8	111,230	114,567
20	On transfer		92,826	95,611
	One year	6	98,964	101,933
	Three years	7	105,100	108,253
	Four years	8	111,230	114,567
19	On transfer		92,826	95,611
	One year	6	98,964	101,933
	Three years	7	105,100	108,253
	Five years	8	111,230	114,567
18	On transfer		92,826	95,611
	Two years	6	98,964	101,933
	Three years	7	105,100	108,253
	Five years	8	111,230	114,567
17	On transfer		92,826	95,611
	Two years	6	98,964	101,933
	Four years	7	105,100	108,253
	Six years	8	111,230	114,567
16	On transfer		92,826	95,611
	Three years	6	98,964	101,933
	Four years	7	105,100	108,253
	Seven years	8	111,230	114,567
15	On transfer		92,826	95,611
	Three years	6	98,964	101,933
	Four years	7	105,100	108,253
	Eight years	8	111,230	114,567
14	On transfer		92,826	95,611
	Three years	6	98,964	101,933
	Five years	7	105,100	108,253
	Nine years	8	111,230	114,567
13	On transfer		92,826	95,611
	Three years	6	98,964	101,933
	Five years	7	105,100	108,253
	Ten years	8	111,230	114,567

12	On transfer		92,826	95,611
	Three years	6	98,964	101,933
	Six years	7	105,100	108,253
	Eleven years	8	111,230	114,567
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2020	2021
11	On transfer		92,826	95,611
	Four years	6	98,964	101,933
	Seven years	7	105,100	108,253
	Twelve years	8	111,230	114,567
10	On transfer		92,826	95,611
	Four years	6	98,964	101,933
	Eight years	7	105,100	108,253
	Thirteen years	8	111,230	114,567
9	On transfer		92,826	95,611
	Four years	6	98,964	101,933
	Nine years	7	105,100	108,253
	Fourteen years	8	111,230	114,567
8	On transfer		92,826	95,611
	Five years	6	98,964	101,933
	Ten years	7	105,100	108,253
	Fifteen years	8	111,230	114,567
7	On transfer		92,826	95,611
	Five years	6	98,964	101,933
	Ten years	7	105,100	108,253
	Fifteen years	8	111,230	114,567
6	On transfer		91,538	94,285
	One year	5	92,826	95,611
	Five years	6	98,964	101,933
	Ten years	7	105,100	108,253
	Fifteen years	8	111,230	114,567
5	On transfer		90,250	92,958
	One year	*	91,538	94,285
	Two years	5	92,826	95,611
	Six years	6	98,964	101,933
	Eleven years	7	105,100	108,253
	Sixteen years	8	111,230	114,567
4	On transfer		84,439	86,973
	One year	3	87,668	90,299
	Two years	4	90,250	92,958
	Three years	5	92,826	95,611
	Six years	6	98,964	101,933
	Eleven years	7	105,100	108,253
	Sixteen years	8	111,230	114,567
3	On transfer		83,789	86,303
	One year	*	86,373	88,965

	Two years	4	90,250	92,958
	Three years	5	92,826	95,611
	Seven years	6	98,964	101,933
	Twelve years	7	105,100	108,253
	Seventeen years	8	111,230	114,567
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2020	2021
2	On transfer		83,145	85,640
	One year	2	85,084	87,637
	Two years	4	90,250	92,958
	Three years	5	92,826	95,611
	Eight years	6	98,994	101,933
	Thirteen years	7	105,100	108,253
	Eighteen years	8	111,230	114,567
1	On transfer		82,500	84,975
	One year	*	83,789	86,303
	Two years	3	87,668	90,299
	Three years	4	90,250	92,958
	Four years	5	92,826	95,611
	Nine years	6	98,964	101,933
	Fourteen years	7	105,100	108,253
	Nineteen years	8	111,230	114,567

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 2021 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £35,484 (April 2021 rate).

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

Level	01.04.19	01.04.20	01.04.21
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	01.04.19	01.04.20	01.04.21
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)

	01.04.19	01.04.20	01.04.21
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)

	01.04.19	01.04.20	01.04.21
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.