

Clinical academic pay scales (Northern Ireland) from 1 April 2017

- *Pay scales for Scotland, Wales and England are issued separately.*
- *These salaries apply from 1 April 2017.*

1a Clinical academics below the level of consultant (pre 2009 scale)

	01.04.16	01.04.17
Clinical Lecturer		
1	31614	31930
2	33181	33513
3	34746	35093
4	36312	36675
5	38200	38582
6	40090	40491
7	41980	42400
8	43868	44307
9	45757	46215
§10	50669	51176
§11	54741	55288
§12	58813	59401
Senior Lecturer/ Reader		
§	50669	51176
§	54741	55288
§	58813	59401
§	62890	63519
§	68084	68765
§	71676	72393

† 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)

	01.04.16	01.04.17
Clinical Lecturer [†]		
1	32156	32478
2	34746	35093
3	36312	36675
4	38200	38582
5	40090	40491
6	41980	42400
7	43868	44307
8	45757	46215
9	47647	48123
[§] 10	52643	53169
[§] 11	56875	57444
^{§*} 12	61105	61716
Senior Lecturer/ Reader		
[§]	50669	51176
[§]	54741	55288
[§]	58813	59401
[§]	62890	63519
[§]	68084	68765
[§]	71676	72393

[†] 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 contract (pre 2003 contract)

01.04.15	01.04.16	01.04.17
62477	63102	63733
66948	67617	68293
71419	72133	72854
75890	76649	77415
80988	81798	82616

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 2016 rates	Basic salary at April 2017 rates	Period before eligibility for next threshold
1	0	76001	76761	1 year
2	1	78381	79165	1 year
3	2	80761	81569	1 year
4	3	83141	83972	1 year
5	4	85514	86369	5 years
	5	85514	86369	4 years
	6	85514	86369	3 years
	7	85514	86369	2 years
	8	85514	86369	1 year
6	9	91166	92078	5 years
	10	91166	92078	4 years
	11	91166	92078	3 years
	12	91166	92078	2 years
	13	91166	92078	1 year
7	14	96819	97787	5 years
	15	96819	97787	4 years
	16	96819	97787	3 years
	17	96819	97787	2 years
	18	96819	97787	1 year
8	19	102466	103491	

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		2017
30+	On transfer			£92,078
	One year	7		£97,787
	Two years	8		£103,491
21-29	On transfer			£86,369
	One year	6		£92,078
	Two years	7		£97,787
	Three years	8		£103,491
20	On transfer			£86,369
	One year	6		£92,078
	Three years	7		£97,787
	Four years	8		£103,491
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold		2017
19	On transfer			£86,369
	One year	6		£92,078
	Three years	7		£97,787
	Five years	8		£103,491
18	On transfer			£86,369
	Two years	6		£92,078
	Three years	7		£97,787
	Five years	8		£103,491
17	On transfer			£86,369
	Two years	6		£92,078
	Four years	7		£97,787
	Six years	8		£103,491
16	On transfer			£86,369
	Three years	6		£92,078
	Four years	7		£97,787
	Seven years	8		£103,491
15	On transfer			£86,369
	Three years	6		£92,078
	Four years	7		£97,787
	Eight years	8		£103,491
14	On transfer			£86,369
	Three years	6		£92,078
	Five years	7		£97,787
	Nine years	8		£103,491
13	On transfer			£86,369
	Three years	6		£92,078
	Five years	7		£97,787
	Ten years	8		£103,491

12	On transfer			£86,369
	Three years	6		£92,078
	Six years	7		£97,787
	Eleven years	8		£103,491
11	On transfer			£86,369
	Four years	6		£92,078
	Seven years	7		£97,787
	Twelve years	8		£103,491
10	On transfer			£86,369
	Four years	6		£92,078
	Eight years	7		£97,787
	Thirteen years	8		£103,491
9	On transfer			£86,369
	Four years	6		£92,078
	Nine years	7		£97,787
	Fourteen years	8		£103,491
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold		2017
8	On transfer			£86,369
	Five years	6		£92,078
	Ten years	7		£97,787
	Fifteen years	8		£103,491
7	On transfer			£86,369
	Five years	6		£92,078
	Ten years	7		£97,787
	Fifteen years	8		£103,491
6	On transfer			£85,170
	One year	5		£86,369
	Five years	6		£92,078
	Ten years	7		£97,787
	Fifteen years	8		£103,491
5	On transfer			£83,972
	One year	*		£85,170
	Two years	5		£86,369
	Six years	6		£92,078
	Eleven years	7		£97,787
	Sixteen years	8		£103,491
4	On transfer			£78,565
	One year	3		£81,569
	Two years	4		£83,972
	Three years	5		£86,369
	Six years	6		£92,078
	Eleven years	7		£97,787
	Sixteen years	8		£103,491
3	On transfer			£77,960
	One year	*		£80,364
	Two years	4		£83,972

	Three years	5	£86,369
	Seven years	6	£92,078
	Twelve years	7	£97,787
	Seventeen years	8	£103,491
2	On transfer		£77,360
	One year	2	£79,165
	Two years	4	£83,972
	Three years	5	£86,369
	Eight years	6	£92,078
	Thirteen years	7	£97,787
	Eighteen years	8	£103,491
1	On transfer		£76,761
	One year	*	£77,960
	Two years	3	£81,569
	Three years	4	£83,972
	Four years	5	£86,369
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2017
	Nine years	6	£92,078
	Fourteen years	7	£97,787
	Nineteen years	8	£103,491

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 2017 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £35,484 (April 2017 rate).

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

Level	01.04.15	01.04.16	01.04.17
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	01.04.15	01.04.16	01.04.17
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)

	01.04.15	01.04.16	01.04.17
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)

	01.04.15	01.04.16	01.04.17
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 HR Advice, UCEA at n.carter@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.