

Clinical academic pay scales (Northern Ireland) from 1 April 2019

- *Pay scales for Scotland, Wales and England are issued separately.*
- *These salaries apply from 1 April 2019*

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

	01.04.18	01.04.19
Clinical Lecturer		
1	32,569	33,383
2	34,183	35,038
3	35,795	36,690
4	37,409	38,344
5	39,354	40,338
6	41,301	42,334
7	43,248	44,329
8	45,193	46,323
9	47,139	48,317
§10	52,200	53,505
§11	56,394	57,804
§*12	60,589	62,104
Senior Lecturer/ Reader		
§	52,200	53,505
§	56,394	57,804
§	60,589	62,104
§	64,789	66,409
§	70,140	71,894
§	73,841	75,687

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)

	01.04.18	01.04.19
Clinical Lecturer†		
1	33,128	33,956
2	35,795	36,690
3	37,409	38,344
4	39,354	40,338
5	41,301	42,334
6	43,248	44,329
7	45,193	46,323
8	47,139	48,317
9	49,085	50,312
§10	54,232	55,588
§11	58,593	60,058
§*12	62,950	64,524
Senior Lecturer/ Reader		
§	52,200	53,505
§	56,394	57,804
§	60,589	62,104
§	64,789	66,409
§	70,140	71,894
§	73,841	75,687

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)

01.04.16	01.04.18	01.04.19
63,102	65,008	66,633
67,617	69,659	71,400
72,133	74,311	76,169
76,649	78,963	80,937
81,798	84,268	86,375

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 2018 rates	Basic salary at April 2019 rates	Period before eligibility for next threshold
1	0	78,296	80,253	1 year
2	1	80,748	82,767	1 year
3	2	83,200	85,280	1 year
4	3	85,651	87,792	1 year
5	4	88,096	90,298	5 years
	5	88,096	90,298	4 years
	6	88,096	90,298	3 years
	7	88,096	90,298	2 years
	8	88,096	90,298	1 year
6	9	93,920	96,268	5 years
	10	93,920	96,268	4 years
	11	93,920	96,268	3 years
	12	93,920	96,268	2 years
	13	93,920	96,268	1 year
7	14	99,743	102,237	5 years
	15	99,743	102,237	4 years
	16	99,743	102,237	3 years
	17	99,743	102,237	2 years
	18	99,743	102,237	1 year
8	19	105,561	108,200	

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	2018	2019
30+	On transfer		93,920	96,268
	One year	7	99,743	102,237
	Two years	8	105,561	108,200
21-29	On transfer		88,096	90,298
	One year	6	93,920	96,268
	Two years	7	99,743	102,237
	Three years	8	105,561	108,200
20	On transfer		88,096	90,298
	One year	6	93,920	96,268
	Three years	7	99,743	102,237
	Four years	8	105,561	108,200
19	On transfer		88,096	90,298
	One year	6	93,920	96,268
	Three years	7	99,743	102,237
	Five years	8	105,561	108,200
18	On transfer		88,096	90,298
	Two years	6	93,920	96,268
	Three years	7	99,743	102,237
	Five years	8	105,561	108,200
17	On transfer		88,096	90,298
	Two years	6	93,920	96,268
	Four years	7	99,743	102,237
	Six years	8	105,561	108,200
16	On transfer		88,096	90,298
	Three years	6	93,920	96,268
	Four years	7	99,743	102,237
	Seven years	8	105,561	108,200
15	On transfer		88,096	90,298
	Three years	6	93,920	96,268
	Four years	7	99,743	102,237
	Eight years	8	105,561	108,200
14	On transfer		88,096	90,298
	Three years	6	93,920	96,268
	Five years	7	99,743	102,237
	Nine years	8	105,561	108,200
13	On transfer		88,096	90,298
	Three years	6	93,920	96,268
	Five years	7	99,743	102,237
	Ten years	8	105,561	108,200
12	On transfer		88,096	90,268
	Three years	6	93,920	96,268
	Six years	7	99,743	102,237

	Eleven years	8	£103,491	108,200
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2018	2019
11	On transfer		88,096	90,298
	Four years	6	93,920	96,268
	Seven years	7	99,743	102,237
	Twelve years	8	105,561	108,200
10	On transfer		88,096	90,298
	Four years	6	93,920	96,268
	Eight years	7	99,743	102,237
	Thirteen years	8	105,561	108,200
9	On transfer		88,096	90,298
	Four years	6	93,920	96,268
	Nine years	7	99,743	102,237
	Fourteen years	8	105,561	108,200
8	On transfer		88,096	90,298
	Five years	6	93,920	96,268
	Ten years	7	99,743	102,237
	Fifteen years	8	105,561	108,200
7	On transfer		88,096	90,298
	Five years	6	93,920	96,268
	Ten years	7	99,743	102,237
	Fifteen years	8	105,561	108,200
6	On transfer		86,873	89,045
	One year	5	88,096	90,298
	Five years	6	93,920	96,268
	Ten years	7	99,743	102,237
	Fifteen years	8	105,561	108,200
5	On transfer		85,651	87,792
	One year	*	86,873	89,045
	Two years	5	88,096	90,298
	Six years	6	93,920	96,268
	Eleven years	7	99,743	102,237
	Sixteen years	8	105,561	108,200
4	On transfer		80,136	82,139
	One year	3	83,200	85,280
	Two years	4	85,651	87,792
	Three years	5	88,096	90,298
	Six years	6	93,920	96,268
	Eleven years	7	99,743	102,237
	Sixteen years	8	105,561	108,200
3	On transfer		79,519	81,507
	One year	*	81,971	84,020
	Two years	4	85,651	87,792
	Three years	5	88,096	90,298
	Seven years	6	93,920	96,268
	Twelve years	7	99,743	102,237

	Seventeen years	8	105,561	108,200
Seniority at transfer (years)	Years after transfer before threshold level changes	Pay Threshold	2018	2019
2	On transfer		78,907	80,880
	One year	2	80,748	82,767
	Two years	4	85,651	87,792
	Three years	5	88,096	90,268
	Eight years	6	93,920	96,268
	Thirteen years	7	99,743	102,237
	Eighteen years	8	105,561	108,200
1	On transfer		78,296	80,253
	One year	*	79,519	81,507
	Two years	3	83,200	85,280
	Three years	4	85,651	87,792
	Four years	5	88,096	90,298
	Nine years	6	93,920	96,268
	Fourteen years	7	99,743	102,237
	Nineteen years	8	105,561	108,200

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 2019 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £35,484 (April 2019 rate).

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

Level	01.04.17	01.04.18	01.04.19
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	01.04.17	01.04.18	01.04.19
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)

	01.04.17	01.04.18	01.04.19
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)

	01.04.17	01.04.18	01.04.19
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 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.