

Clinical academic pay scales - Northern Ireland (NI) 1 April 2025

1. Summary of changes

Consultants

The salary scales for medical and dental consultants have been increased by 4.0% to basic pay following the Northern Ireland Government decision on the recommendations of the Doctors' and Dentists' Review Body (DDRB). The pay uplifts are effective from **1 April 2025**.

The values of Clinical Excellence Awards are unchanged.

Doctors and dentists in training

Following agreement with the Northern Ireland Government, the salary scales for doctors and dentists in training have been increased by 4% to basic pay plus an additional consolidated increase of £750 to each pay point from **1 April 2025**. This increase has been applied to the pay scales for doctors and dentists in training in tables 1a and 1b below.

Pay scales for Scotland, Wales and England are issued separately.

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

	01.04.24	01.04.25
Clinical Lecturer		
1	45,565	48,138
2	47,706	50,364
3	49,841	52,585
4	51,982	54,812
5	54,562	57,495
6	57,143	60,179
7	59,723	62,862
8	62,303	65,546
9	64,884	68,230
§10	71,592	75,206
§11	77,156	80,992
§*12	82,716	86,775
Senior Lecturer/ Reader		
§	71,592	75,206
§	77,156	80,992
§	82,716	86,775
§	88,285	92,566
§	95,381	99,946
§	100,287	105,048

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)

	01.04.24	01.04.25
Clinical Lecturer†		
1	46,307	48,910
2	49,841	52,585
3	51,982	54,812
4	54,562	57,495
5	57,143	60,179
6	59,723	62,862
7	62,303	65,546
8	64,884	68,230
9	67,465	70,914
§10	74,286	78,007
§11	80,070	84,023
§*12	85,848	90,032
Senior Lecturer/ Reader		
§	71,592	75,206
§	77,156	80,992
§	82,716	86,775
§	88,285	92,566
§	95,381	99,946
§	100,287	105,048

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

*Table 2 which relates to staff holding honorary contracts (pre-2003 contract) has not been updated since 2020 as that salary scale has been closed by the NI government and is no longer included in the pay circular.

3 2003 Consultant Contract: basic salary for staff holding consultant contracts whose first appointment as a consultant was on or after 1 February 2004

New Threshold/ Pay point	Years completed as a consultant	Basic salary at 1 April 2024	Basic salary at 1 April 2025 rates	Period before eligibility for next threshold
1 (1)	0	106,424	110,681	3 years
1 (2)	1	106,424	110,681	2 years
1 (3)	2	106,424	110,681	1 year
2 (4)	3	111,724	116,193	1 year
3 (5)	4	114,904	119,501	4 years
3 (6)	5	114,904	119,501	3 years
3 (7)	6	114,904	119,501	2 years
3 (8)	7	114,904	119,501	1 year
4 (9)	8	126,034	131,076	6 years
4 (10)	9	126,034	131,076	5 years
4 (11)	10	126,034	131,076	4 years
4 (12)	11	126,034	131,076	3 years
4 (13)	12	126,034	131,076	2 years
4 (14)	13	126,034	131,076	1 year
5 (15)	14	139,920	145,517	Maximum of scale
5 (16)	15	139,920	145,517	
5 (17)	16	139,920	145,517	
5 (18)	17	139,920	145,517	
5 (19)	18	139,920	145,517	
5 (20)	19	139,920	145,517	

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	New pay threshold	1 April 2025
30+	On transfer	4	131,076
	One year	5	145,517
21-29	On transfer	3	119,501
	one year	4	131,076
	two years	5	145,517
20	On transfer	3	119,501
	one year	4	131,076
	three years	5	145,517
19	On transfer	3	119,501
	one year	4	131,076
	three years	5	145,517
18	On transfer	3	119,501
	two years	4	131,076
	three years	5	145,517
17	On transfer	3	119,501
	two years	4	131,076
	four years	5	145,517
16	On transfer	3	119,501
	three years	4	131,076
	four years	5	145,517
15	On transfer	3	119,501
	three years	4	131,076
	four years	5	145,517
14	On transfer	3	119,501
	Three years	4	131,076
	five years	5	145,517
13	On transfer	3	119,501
	three years	4	131,076
	five years	5	145,517
12	On transfer	3	119,501
	Three years	4	131,076
	six years	5	145,517
11	On transfer	3	119,501
	four years	4	131,076
	seven years	5	145,517
10	On transfer	3	119,501
	four years	4	131,076
	eight years	5	145,517

Seniority at transfer (years)	Years after transfer before threshold level changes	New Pay Threshold	1 April 2025
9	On transfer	3	119,501
	four years	4	131,076
	nine years	5	145,517
8	On transfer	3	119,501
	four years	4	131,076
	ten years	5	145,517
7	On transfer	3	119,501
	four years	4	131,076
	ten years	5	145,517
6	On transfer	3	119,501
	five years	4	131,076
	ten years	5	145,517
5	On transfer	2	116,193
	one years	3	119,501
	six years	4	131,076
	eleven years	5	145,517
4	On transfer	1	110,681
	two years	2	116,193
	three years	3	119,501
	six years	4	131,076
	eleven years	5	145,517
3	On transfer	1	110,681
	two years	2	116,193
	three years	3	119,501
	seven years	4	131,076
	twelve years	5	145,517
2	On transfer	1	110,681
	two years	2	116,193
	three years	3	119,501
	seven years	4	131,076
	thirteen years	5	145,517
1	On transfer	1	110,681
	three years	2	116,193
	four years	3	119,501
	eight years	4	131,076
	fourteen years	5	145,517

*For consultants with seniority of 1, 3 or 5 years on transition, the first pay point was for transitional purposes.

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 2025 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £35,484 (April 2025 rate).

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

Level	01.04.24	01.04.25
1	2,957	2,957
2	5,914	5,914
3	8,871	8,871
4	11,828	11,828
5	14,785	14,785
6	17,742	17,742
7	23,656	23,656
8	29,570	29,570
9	35,484	35,484

7 Clinical Excellence Awards – awarded by NICEAC (either contract)

Level	01.04.24	01.04.25
9 Bronze	35,484	35,484
10 Silver	46,644	46,644
11 Gold	58,305	58,305
12 Platinum	75,796	75,796

8 Consultants – Discretionary points (old contract)

	01.04.24	01.04.25
1	3,204	3,204
2	6,408	6,408
3	9,612	9,612
4	12,816	12,816
5	16,020	16,020
6	19,224	19,224
7	22,428	22,428
8	25,632	25,632

9 Consultants – distinction awards (old contract)

	01.04.24	01.04.25
A+	75,889	75,889
A	55,924	55,924
B	31,959	31,959

For any queries about these pay scales please contact Nicola Carter, Senior Consultant, 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.