

Clinical academic pay scales - Northern Ireland (NI) 1 April 2024 (Updated March 2025)

1. Summary of changes

Consultants

The salary scales for medical and dental consultants have been increased by 6.0% to basic pay following the government decision on the recommendations of the Doctors' and Dentists' Review Body (DDRB). The pay uplifts are effective from **1 April 2024**.

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 6% to basic pay plus an additional consolidated increase of £1,000 to each pay point from **1 April 2024**. 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)

	01.04.23	01.04.24
Clinical Lecturer		
1	42,042	45,565
2	44,062	47,706
3	46,076	49,841
4	48,096	51,982
5	50,530	54,562
6	52,965	57,143
7	55,399	59,723
8	57,833	62,303
9	60,267	64,884
§10	66,596	71,592
§11	71,845	77,156
§*12	77,091	82,716
Senior Lecturer/ Reader		
§	66,596	71,592
§	71,845	77,156
§	77,091	82,716
§	82,344	88,285
§	89,039	95,381
§	93,667	100,287

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)

	01.04.23	01.04.24
Clinical Lecturer†		
1	42,742	46,307
2	46,076	49,841
3	48,096	51,982
4	50,530	54,562
5	52,965	57,143
6	55,399	59,723
7	57,833	62,303
8	60,267	64,884
9	62,702	67,465
§10	69,138	74,286
§11	74,594	80,070
§*12	80,045	85,848
Senior Lecturer/ Reader		
§	66,596	71,592
§	71,845	77,156
§	77,091	82,716
§	82,344	88,285
§	89,039	95,381
§	93,667	100,287

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

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

Level	01.04.23	01.04.24
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	01.04.23	01.04.24
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)

	01.04.23	01.04.24
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)

	01.04.23	01.04.24
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.