

Clinical academic pay scales (England) from 1 April 2024

2. Pay for clinical academic doctors in training (2016 contract / pay system [updated 2018])

Pay for doctors in training			
Nodal point	Stage of NHS training	2023	2024
1	FY1	33,600	36,616
2	FY2	38,687	42,008
3	CT1 or ST1/SpR1	46,141	49,909
	CT2 or ST2/SpR2		
4	CT3 or ST3 / SpR3	57,382	61,825
	ST4 / SpR4		
	ST5 / SpR5		
5	ST6 / SpR6	65,495	70,425
	ST7 / SpR7		
	ST8 / SpR8		

3. 91.824 558.07 0.48 12.72 re f* 141.5 558.07 0.48001 12.72 re f* 282.05 558.0711.04 Tf 1 0 0 1 92.

4. Flexible pay premia (for application to trainees on the new pay system only)

Pay premia (applicable only to the new pay system)				
Premium	Full-time, annual value 2023	Full-time, annual value * 2024	Eligibility	Notes
Academia	£4,921	£5,216	Paid following successful completion of a higher degree and return to clinical training	Full details on eligibility criteria have been agreed by NIHR, HEE, the Department of Health and NHS Employers. See the UCEA website for a copy .
Dual qualification - OFMS	Between £3,076 and £8,201** per annum	Between £3,260 and £8,693** per annum	Payable in the NHS to oral and maxillofacial surgery trainees at ST3 and above only	As per paragraphs 42-44 of Schedule 2 of the NHS contract
Hard to fill training programmes	<u>Psychiatry</u> : £4,101 per annum for core training. £3,076 per annum for a 4 year higher training programme £4,101 per annum for a 3 year higher training programme. <u>Emergency Medicine</u> : as dual qualification above	<u>Psychiatry</u> : £4,347 per annum for core training. £3,260 per annum for a 4 year higher training programme, £4,347 per annum for a 3 year higher training programme. <u>Emergency Medicine</u> : as dual qualification above	Currently payable only to: Psychiatry core trainees Payable to Psychiatry higher trainees Emergency medicine trainees at ST4 and above	This is a premium to address a training programme that is currently hard to fill. The definition of a hard to fill specialty may change in future years. If it does change an individual in receipt of the payment retains their eligibility even if spe(f)-

5. Clinical academics below the level of consultant (pre 2009 scale) and Senior Lecturer / Reader Scale

· 7 KLV VDODU\ VFDOH LV UHWDLQHG IRU XVH IRU FOLQLFDO DFDG transitional protection during the transition period to the new pay system. It may also be used for any other clinical academic posts, who are not doctors or dentists in training - such use is a matter for local determination.

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6. Clinical academics below the level of consultant (post 2009 scale) and Senior Lecturer / Reader Scale

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	Three years	4	139,882
18	On transfer	2b	114,894
	Two years	3	126,018
	Three years	4	139,882
	On transfer		

	Eleven years	4	139,882
3	On transfer	1	105,504

