

Clinical academic pay scales (Wales) from 1 April 2023

1. Summary of changes

A 5.0% increase applies to all pay scales. The Consultant Commitment Awards, National Clinical Impact and National Clinical Excellence awards remain unchanged from last year. NHS Wales have removed the Distinction Awards values scale as they have advised that there are no longer any award holders in Wales. The table is therefore unchanged from 2019.

2. Staff not holding consultant contracts on the pre-2009 scale and Senior Lecturer / Reader Scale

	01.04.22	01.04.23
†Clinical Lecturer		
1	37,496	39,371
2	39,353	41,321
3	41,208	43,269
4	43,066	45,220
5	45,306	47,572
6	47,546	49,924
7	49,788	52,278
8	52,027	54,629
9	54,267	56,981
§10	60,089	63,094
§11	64,920	68,166
§*12	69,749	73,237
Senior Lecturer/ Reader		
§	60,089	63,094
§	64,920	68,166
§	69,749	73,237
§	74,582	78,312
§	80,743	84,781
§	85,002	89,253

3. Staff not holding honorary consultant contracts on the post-2009 scale

[†] Clinical Lecturer	01.04.22	01.04.23
1	38,137	40,044
2	41,209	43,270
3	43,068	45,222
4	45,305	47,571
5	47,547	49,925
6	49,787	52,277
7	52,028	54,630
8	54,267	56,981
9	56,510	59,336
[§] 10	62,431	65,553
[§] 11	67,452	70,825
^{§*} 12	72,466	76,090
Senior Lecturer/ Reader		
[§]	60,089	63,094
[§]	64,920	68,166
[§]	69,749	73,237
[§]	74,582	78,312
[§]	80,743	84,781
[§]	85,002	89,253

[†] This salary scale applies to clinical lecturers only. If HEIs wish to apply the scale to other clinical staff than clinical lecturers that is a matter for local determination

[§] These points are HE specific pay scales that have no NHS equivalent. A 4.5% increase has been applied in line with the latest NHS Pay Circular.

* This point was introduced on 1 April 2002 and relates only to dentists paid on clinical academic pay scales.

4. Staff holding consultant contracts

	01.04.22	01.04.23
1	87,354	91,722
2	90,137	94,644
3	94,789	99,529
4	100,191	105,201
5	106,363	111,682
6	109,882	115,377
7	113,408	119,079

5. Clinical Excellence Awards

Level	01.04.22	01.04.23
9 Bronze	36,924	36,924
10 Silver	48,533	48,533
11 Gold	60,666	60,666
12 Platinum	78,866	78,866

6. Commitment Awards – local

	01.04.22	01.04.23
1	3,334	3,334
2	6,668	6,668
3	10,002	10,002
4	13,336	13,336
5	16,670	16,670
6	20,004	20,004
7	23,338	23,338
8	26,672	26,672

7. Clinical impact awards – awarded by ACCIA

Level	01.04.22	01.04.23
N0	10,000	10,000
N1	20,000	20,000
N2	30,000	30,000
N3	40,000	40,000

8. Distinction Awards – national

The Distinction Awards value scale has been removed as NHS Wales have advised that there are no longer any award holders in Wales.

	01.04.19
A+	78,963
A	58,189
B	33,253