

UNIVERSITY OF EXETER CLINICAL ACADEMIC SALARIES

Clinical Academic Staff Rates effective from 1 April 2026

Threshold			
4	£150,569	Clinical Consultant (NHS 2003 consultant scale)	
3	£135,645		
2b	£123,672		
2a	£120,249		
1	£113,565		
Point			
£109,905	7	Clinical Senior Lecturer/Associate Professor (UCEA)	*
£103,587	6		
£98,562	5		
£91,297	4		
£85,596	3		
£79,898	2		
£74,203	1		
Point			
11	£82,884	Clinical Lecturer (below the level of Consultant) (post 2009 scale)	
10	£76,963		
9	£69,976		
8	£67,333		
7	£64,690		
6	£62,049		
5	£59,406		
4	£56,763		
3	£54,121		
2	£51,931		
1	£48,309		
£76,582	5	Clinical Lecturer (doctors in training) (new 2016 pay system)	
£67,325	4		
£54,499	3		
£45,994	2		
£40,190	1		

* Point 7 of Clinical Senior Lecturer scale is a discretionary point introduced by the UoE - use of this point is for local determination normally for use with GP's.

Roles that require post holders to be fully qualified GP's on GMC register with license to practise will be paid on points 5,6 and 7 of Clinical Senior Lecturer scale based on time since completing medical school

- Under 8 years since completing medical school - point 5
- 8 - 12 years since completing medical school - point 6
- 13 years and over - point 7

These salary scales are only to be used for GMC Registered Medical Practitioners with a licence to practise (clinicians on the Consultant scale must also be on the GP/ Specialist register)

Contact Employee Services for more information on the use of clinical scales and progression within scales.

APAs - The value of an Additional Programmed Activity (APA) is 10% of basic salary plus 10% of any CEA award (awarded before April 2018) up to level 9. Where an honorary consultant holds discretionary points or a local CEA above the level 9 discretionary point, the APA is capped at level 9/ Bronze level (currently £36,192). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £36,192.

New Local CEAs awarded from April 2018 are not part of an APA uplift.