

**UNIVERSITY OF EXETER CLINICAL ACADEMIC SALARIES**

**Clinical Academic Staff**  
Rates effective from 1 April 2024

Point	Salary	Band	Role
11	£68,478		Clinical Lecturer (below the level of Consultant) (post 2009 scale)
10	£63,474		
9	£57,570		
8	£55,336		
7	£53,103		
6	£50,871		
5	£48,637		
4	£46,404		
3	£44,171		
2	£42,321		
1	£39,260		
		5	Clinical Lecturer (doctors in training) ('new' 2016 pay system)
	£63,152		
	£55,329	4	
	£43,923	3	
	£37,303	2	
	£32,398	1	
		7	Clinical Senior Lecturer/Associate Professor (UCEA)
	*£94,464		
	£85,973	6	
	£81,727	5	
	£75,588	4	
	£70,769	3	
	£65,955	2	
	£61,142	1	
		4	Clinical Consultant (NHS 2003 Consultant scale)
	£139,882		
	£126,018	3	
	£114,894	2b	
	£111,714	2a	
	£105,504	1	

**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 the HR Advisor team 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.**

\* Point 7 of Clinical Senior Lecturer scale is a discretionary point introduced by the UoE - use of this point is for  
Roles that require post holders to be fully qualified GP's on GMC register with license to practise will be paid c

Under 8 years since completing medical school - point 5

8 - 12 years since completing medical school - point 6

13 years and over - point 7

)

on points 5,6 and 7 of Clinical Senior Lecturer scale based on time since completing medical school