

Imperial College London

BASIC SALARY AND ADDITIONAL PROGRAMMED ACTIVITY PAYMENTS FOR CONSULTANT CLINICAL ACADEMIC STAFF APPOINTED ON OR AFTER 1 FEBRUARY 2004

Effective from 1 April 2025

Basic Pay and Pay Thresholds

On commencement, the value of basic salary – and of payments for any Additional Programmed Activities – will normally be the first of the thresholds set out below.

New threshold/ (Old threshold)	Years completed as a Consultant	Period before eligibility for next threshold	Basic salary (full-time)	
			01.04.24	01.04.25
1 (1)	0	3 years	£105,504	£109,724
1 (2)	1	2 years	£105,504	£109,724
1 (3)	2	1 year	£105,504	£109,724
2a (4)	3	1 year	£111,714	£116,183
2b (5)	4	4 years	£114,894	£119,490
2b (5)	5	3 years	£114,894	£119,490
2b (5)	6	2 years	£114,894	£119,490
2b (5)	7	1 year	£114,894	£119,490
3 (5)	8	6 years	£126,018	£131,059
3 (6)	9	5 years	£126,018	£131,059
3 (6)	10	4 years	£126,018	£131,059
3 (6)	11	3 years	£126,018	£131,059
3 (6)	12	2 years	£126,018	£131,059
3 (6)	13	1 year	£126,018	£131,059
4 (7)	14	N/A	£139,882	£145,477
4 (7)	15	N/A	£139,882	£145,477
4 (7)	16	N/A	£139,882	£145,477
4 (7)	17	N/A	£139,882	£145,477
4 (7)	18	N/A	£139,882	£145,477
4 (8)	19	N/A	£139,882	£145,477

Threshold	Annual payment for one Additional Programmed Activity	
	01.04.24	01.04.25
1	£10,550	£10,972
2	£10,550	£10,972
3	£10,550	£10,972
4	£11,171	£11,618
5	£11,489	£11,949
6	£12,602	£13,106
7	£13,988	£14,548
8	£13,988	£14,548

The value of an Additional Programmed Activity (APA) is 10% of the basic salary, plus 10% of any Clinical Excellence Awards (CEAs) (awarded before April 2018) up to level 9. When an honorary consultant holds discretionary points or a local CEA **above** level 9 discretionary point, the APA is capped at level 9/ Bronze level (£36,192 at April 2022 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £36,192. Local CEAs awarded between April 2018 and March 2022 are not included in the APA uplift. Local CEAs awarded from 1 April 2022 are also not part of the APA uplift.

London Weighting of £2,162 per annum is payable in addition to all full-time staff working at sites bases in London. Part-time staff will receive the allowance on a pro-rata basis.