

IMPERIAL COLLEGE LONDON

CLINICAL PAYSCALES FOR STAFF NOT HOLDING HONORARY CONSULTANT CONTRACTS

**ONLY TO BE USED FOR NEW CLINICAL STAFF (CLINICAL RESEARCH
FELLOWS AND CLINICAL LECTURERS) IN TRAINING WHO HAVE
TRANSITIONED TO THE NEW JUNIOR DOCTOR PAYSCALES**

Effective from 1 April 2025

Pay for doctors in training			
Spinal point	Stage of NHS training	01.04.2024	01.04.2025
1	Clinical Research Fellow FY1	£36,616	£38,831
2	Clinical Research Fellow FY2	£42,008	£44,438
3	Clinical Research Fellow ST1 / SpR1	£49,909	£52,655
	Clinical Research Fellow ST2 / SpR2		
4	Clinical Research Fellow ST3 / SpR3	£61,825	£65,048
	Clinical Research Fellow ST4 / SpR4		
	Clinical Research Fellow ST5 / SpR5		
5	Clinical Research Fellow ST6 / SpR6	£70,425	£73,992
	Clinical Research Fellow ST7 / SpR7		
	Clinical Research Fellow ST8 / SpR8		

The scales match the relevant NHS scale thereby facilitating parity between the university and the NHS.

A London weighting allowance of £2,162 per annum is payable to all full-time staff working at the South Kensington, St Mary's, Royal Brompton, Charing Cross and Hammersmith Campuses. Part-time staff will receive the allowance on a pro-rata basis.

Staff do not automatically progress to the next point on the scale; they only progress when the university has been formally notified that they have moved to the next level of their training.

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* 01.04.2024	Full time, annual value* 01.04.2025	Eligibility	Notes
Academia	£5,216	£5,425	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 £3,260 and £8,693** per annum	Between £3,390 and £9,041** 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	<p><u>Psychiatry:</u> £4,347 per annum for core training. £4,347 per annum for a 3-year higher training programme; £3,260 per annum for a 4-year higher training programme.</p> <p><u>Emergency Medicine:</u> as dual qualification above</p> <p>General Practice: £10,691</p>	<p><u>Psychiatry:</u> £4,521 per annum for core training. £4,521 per annum for a 3-year higher training programme; £3,390 per annum for a 4-year higher training programme.</p> <p><u>Emergency Medicine:</u> as dual qualification above</p> <p>General Practice: £11,119</p>	<p>Currently payable only to:</p> <ul style="list-style-type: none"> Psychiatry core trainees Payable to Psychiatry higher trainees Emergency medicine trainees at ST4 and above GP trainees in ST1, ST2, ST3, ST4 during GP placements only 	<p>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 future cohorts do not. However, the value also stays constant; it does not increase or decrease if the value changes for future cohorts</p> <p>Academic trainees are unlikely to be eligible for this whilst employed by an HEI as it is only payable during practice placements</p>
Histopathology	£5,216	£5,425	Payable to trainees in ST1 and above only	

* The values of the premia could be reviewed and increased (or decreased) annually in the NHS; pay premia linked to specialties could also be ceased, or new ones created. NHS Employers will issue a pay circular as and when values are revised, which UCEA will

translate into a pay Update for HEIs. Any increases linked to a general pay award would apply to all trainees currently in receipt of such an award; any other increases / changes would only apply to trainees joining the relevant training programmes after the change has been announced.

** Depending on the length of training programme. See the NHS pay circular for details.