

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 2019

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.

Threshold	Years Completed as a Consultant	Period Before Eligibility for Next Threshold	Basic salary (full-time)	
			01.10.18	01.04.19
1	0 year	1 year	£77,913	£79,860
2	1 year	1 year	£80,352	£82,361
3	2 years	1 year	£82,792	£84,862
4	3 years	1 year	£85,232	£87,362
5	4 years	5 years	£87,665	£89,856
	5 years	4 years	£87,665	£89,856
	6 years	3 years	£87,665	£89,856
	7 years	2 years	£87,665	£89,856
	8 years	1 year	£87,665	£89,856
6	9 years	5 years	£93,459	£95,795
	10 years	4 years	£93,459	£95,795
	11 years	3 years	£93,459	£95,795
	12 years	2 years	£93,459	£95,795
	13 years	1 year	£93,459	£95,795
7	14 years	5 years	£99,254	£101,735
	15 years	4 years	£99,254	£101,735
	16 years	3 years	£99,254	£101,735
	17 years	2 years	£99,254	£101,735
	18 years	1 year	£99,254	£101,735
8	19 years	N/A	£105,042	£107,668

Threshold	Annual payment for one Additional Programmed Activity	
	01.10.18	01.04.19
1	£7,791	£7,986
2	£8,035	£8,236
3	£8,279	£8,486
4	£8,523	£8,736
5	£8,766	£8,985
6	£9,345	£9,579
7	£9,925	£10,173
8	£10,504	£10,766

The value of an Additional Programmed Activity (APA) is 10% of basic salary plus 10% of any CEA award 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 (£36,192 at April 2017 rate). Payment for an APA is therefore based on 10% basic salary plus a maximum amount of 10% of £36,192.

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