

**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 2023**

**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)	
			01.04.22	01.04.23
1	0	1 year	£88,364	£93,666
2	1	1 year	£91,131	£96,599
3	2	1 year	£93,898	£99,532
4	3	1 year	£96,665	£102,465
5	4	5 years	£99,425	£105,390
	5	4 years	£99,425	£105,390
	6	3 years	£99,425	£105,390
	7	2 years	£99,425	£105,390
	8	1 year	£99,425	£105,390
6	9	5 years	£105,996	£112,356
	10	4 years	£105,996	£112,356
	11	3 years	£105,996	£112,356
	12	2 years	£105,996	£112,356
	13	1 year	£105,996	£112,356
7	14	5 years	£112,569	£119,323
	15	4 years	£112,569	£119,323
	16	3 years	£112,569	£119,323
	17	2 years	£112,569	£119,323
	18	1 year	£112,569	£119,323
8	19	N/A	£119,133	£126,281

Threshold	Annual payment for one Additional Programmed Activity	
	01.04.22	01.04.23
1	£8,836	£9,367
2	£9,113	£9,660
3	£9,390	£9,953
4	£9,667	£10,247
5	£9,943	£10,539
6	£10,600	£11,236
7	£11,257	£11,932
8	£11,913	£12,628

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**