This flowchart describes the process of a doctor moving from the specialty doctor contract to the new 2021 Specialty Doctor contract.

On 1 April, employers to write to eligible specialty doctors (or equivalent) requesting an expression of interest in moving to the new Specialty Doctor contract.

Doctor expresses an interest before 30 September 2021 (6 months).

Job planning discussion after which the employer makes a final offer of a job plan and salary package.

The doctor responds within 21 days.

Job plan agreed?

Yes → Transition to the new pay structure as per the framework agreement with back pay until 1 April 2021.

No → Either

Mediation and appeal followed by a further offer from the employer of a job plan and salary package.

The doctor responds within 21 days.

Job plan agreed?

Yes → Remain on their existing contract.*

No → Job plan agreed?

Yes → Transition to the new pay structure as per the framework agreement with back pay until 1 April 2021.

No → Mediation and appeal followed by a further offer from the employer of a job plan and salary package.

The doctor responds within 21 days.

Job plan agreed?

Yes → Remain on their existing contract.*

No

*SAS doctor remains on existing job cycle plan.
This flowchart describes the process of a doctor moving from the associate specialist contract to the new 2021 Specialist contract.

On 1 April, employers to write to eligible Associate Specialists (or equivalent) requesting an expression of interest in moving to the new Specialist contract.

Doctor expresses an interest before 30 September 2021 (6 months).

Employer to determine if doctor meets the entry requirements for the new Specialist grade.

Yes

Job planning discussion after which the employer makes a final offer of a job plan and salary package.

The doctor responds within 21 days.

Yes

Job plan agreed?

Yes

Transition to the new pay structure as per the framework agreement with back pay until 1 April 2021.

No

Mediation and appeal followed by a further offer from the employer of a job plan and salary package.

The doctor responds within 21 days.

No

Employer to determine if doctor meets the entry requirements for the new Specialist grade.

No

Either

Remain on their existing contract.*

Yes

SAS contract reform 2021

It is anticipated that the job planning process will be completed within 3 months of a doctor expressing an interest.

*SAS doctor remains on existing job cycle plan.