

Terms and conditions – Specialty Doctors - England (2021)

Record of amendments

Amendments to the terms and conditions will normally be notified to employers via a message in the NHS Workforce Bulletin at

<https://www.nhsemployers.org/about-us/our-communications/nhs-workforce-bulletin>

A revised version of the terms and conditions will be posted on the NHS Employers website at

<https://www.nhsemployers.org/articles/terms-and-conditions-and-resources-sas-contract-reform-2021>

	Schedule no.	Amendment	Date amended	Circular number
1	Contents	Replacement of <i>Schedule 20 Transitional Arrangements</i> With <i>Schedule 20 Transfer Arrangements</i>		
2	13	Paragraph 1 Replacement of <i>The grade is made up of five pay points. Doctors will be expected to spend a minimum of three years on each pay point and evidence the criteria set out in paragraph 4 below before moving to the next pay point. In order to move from pay point three to four, doctors will be required to pass through the higher threshold outlined in paragraph 8.</i> With	8 June 2022	PC(M&D) 2/2022

		<i>The grade is made up of five pay points. Doctors will be expected to spend a minimum of three years on each pay point and evidence the criteria set out in paragraph 4 below before moving to the next pay point. In order to move from pay point MC75-09 to MC75-10, doctors will be required to pass through the higher threshold outlined in paragraph 8.</i>		
3	16	<p>Paragraph 9</p> <p>Replacement of</p> <p><i>If a doctor's employment is terminated because of redundancy (within the meaning of Section 139 of the Employment Rights Act 1996, or the circumstances described in temporary schedule 23 of these Terms and Conditions of Service) then provided that they have two years or more continuous service, entitlement to redundancy will be in accordance with temporary schedule 23 of these Terms and Conditions of Service.</i></p> <p>With</p> <p><i>If a doctor's employment is terminated because of redundancy (within the meaning of Section 139 of the Employment Rights Act 1996, or the circumstances described in Section 16 of the NHS Terms and Conditions of Service Handbook) then provided that they have two years or more continuous service, entitlement to redundancy will be in accordance with Section 16 of the NHS Terms and Conditions of Service Handbook.</i></p>	8 June 2022	PC(M&D) 2/2022
4	20	<p>Schedule title</p> <p>Replacement of</p> <p><i>Schedule 20 Transitional arrangements</i></p> <p>With</p> <p><i>Schedule 20 Transfer arrangements</i></p>		
5	20	Insertion of Section 1		

	<p><i>Section 1 - applicable from 8 June 2022</i></p> <p><i>Eligibility</i></p> <p>1. <i>The following arrangements shall apply to doctors on National Terms and Conditions of Service in the 2008 Specialty Doctor grades, staff grades, CMOs, SCMOs, HPs and CAs who may transfer to the 2021 Specialty Doctor contract and these Terms and Conditions of Service subject to the process below.</i></p> <p>2. <i>Doctors may opt to remain on their existing contract and terms and conditions of service without detriment.</i></p> <p>3. <i>This schedule shall not apply to doctors who are employed on local contracts and terms and conditions as opposed to the national contracts and terms and conditions listed in paragraph 1.</i></p> <p><i>Transfer process</i></p> <p>4. <i>The process to transfer to these Terms and Conditions of Service as set out in paragraphs 4 (a) to (e) shall apply from 8 June 2022:</i></p> <p>a. <i>The eligible doctor may confirm their interest in transferring to these Terms and Conditions of Service (“an Expression of Interest”) at any time. An Expression of Interest shall not be legally binding nor shall it oblige the doctor to transfer to these Terms and Conditions of Service, but it shall signify that the doctor wishes to commence the job planning process in good faith and in the expectation of transferring;</i></p> <p>b. <i>The employing organisation and the doctor shall then undertake the job planning process as set out in Schedule 4. Following the completion of this process, the employing organisation will offer the doctor a Job Plan and salary package in writing (“the Offer”);</i></p> <p>c. <i>Following the Offer, the doctor has 21 days within which to accept or decline the Offer in writing;</i></p> <p>d. <i>If the Offer is accepted, transfer to these Terms and Conditions of Service will be from</i></p>		
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6	20	<p><i>Insertion of wording before new paragraph 9</i></p> <p><i>Section 2 – arrangements applicable from 1 April 2021 to 7 June 2022 only</i></p> <p><i>8. The previous transitional arrangements which are now set out at paragraphs 8 - 20 of section 2 of this schedule applied to Expressions of Interest raised from 1 April 2021 to 30 September 2021 only (the “choice window”). From 1 October 2021 to 7 June 2022 any transfer to these Terms and Conditions of Service was at the discretion of the employer.</i></p>		
7	20	<p><i>Change of paragraph numbering</i></p> <p><i>Paragraphs 1 – 12 become paragraphs 9 – 20.</i></p>		

8	20	<p>Replacement of</p> <p><i>3. This schedule shall not apply to doctors who are employed on local contracts and terms and conditions as opposed to the national contracts and terms and conditions listed in paragraph 1.</i></p> <p>With</p> <p><i>11. This schedule shall not apply to doctors who are employed on local contracts and terms and conditions as opposed to the national contracts and terms and conditions listed in paragraph 9.</i></p>		
9	20	<p>Replacement of</p> <p><i>10. A doctor who has not met the criteria set out in paragraph 5 will not be entitled to transitional pay progression or back pay. In the event of any disagreement between the doctor and their employing organisation regarding the doctor's entitlement to pay progression or back pay, the doctor may submit a grievance to the employing organisation in accordance with local procedures.</i></p> <p>With</p> <p><i>18. A doctor who has not met the criteria set out in paragraph 13 will not be entitled to transitional pay progression or back pay. In the event of any disagreement between the doctor and their employing organisation regarding the doctor's entitlement to pay progression or back pay, the doctor may submit a grievance to the employing organisation in accordance with local procedures.</i></p>		
10	20	<p>Insertion of new paragraph 21</p> <p><i>Review of provisions</i></p> <p><i>21. The requirement to retain section 2 provisions will be reviewed by the BMA and NHS Employers by 31 October 2022 and subsequently removed where the parties jointly agree</i></p>		

		<i>through the JNC(SAS) that these provisions are no longer required.</i>		
11	Appendix 1	<p>Replacement of</p> <p><i>Pay rates for the specialist grade can be found on the NHS Employers website.</i></p> <p>With</p> <p><i>Pay rates for the specialty doctor grade can be found on the NHS Employers website.</i></p>		

*Medical Pay and Workforce Team
NHS Employers
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