

Terms and conditions – Consultants (England) 2003

Record of amendments – Volume Three

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

A revised version of the terms and conditions (and other volumes of the Record of Amendments) is posted on the NHS Employers website at

<http://www.nhsemployers.org>

	Schedule no.	Amendment	Date amended	Circular number
75	Schedule 13	<p>Paragraphs 9 and 10</p> <p>Replace</p> <p><i>9. Where a consultant holds discretionary points or a local clinical excellence award, there will be a pro rata increase in the payment for an additional Programmed Activity, compared with the rates referred to by Annex A, Note 1. Where a consultant holds a distinction award or a higher clinical excellence award, the pro rata increase in the payment for an additional Programmed Activity will be based on the maximum level of discretionary points or local clinical excellence awards as the case may be.</i></p> <p><i>10. The annual rate for an additional Programmed Activity will be 10% of basic salary, where basic salary includes the pay thresholds and any discretionary points or local clinical excellence awards.⁹</i></p>	1 April 2018	PC(M&D) 1/2018

		<p>With</p> <p><i>9. For consultants who hold discretionary points or a local clinical excellence award as at 31 March 2018, there will be a pro rata increase in the payment for an additional Programmed Activity, compared with the rates referred to by Annex A, Note 1. This will not apply to any local clinical excellence award points received on or after 1 April 2018.</i></p> <p><i>10. Where a consultant holds a distinction award or a higher clinical excellence award under the existing national clinical excellence award scheme (as defined in Schedule 30, para 1) as enforced from time to time, the pro rata increase in the payment for an additional Programmed Activity will be based on the maximum level of discretionary points or local clinical excellence awards as the case may be.</i></p> <p><i>11. The annual rate for an additional Programmed Activity will be 10% of basic salary, where basic salary includes the pay thresholds and any local clinical excellence awards held as at 31 March 2018. This will not apply to local clinical excellence award points received on or after 1 April 2018.⁹</i></p>		
76	Schedule 13 Annex A Note 1	<p>Replace</p> <p>Annex A ^{12, 34}</p> <p><i>Note 1: Pay rates for consultants appointed before 31 October 2003 can be found in the latest Pay Circular [see Annex A of the Pay Circular: Section 2: Annex A] which is available on the NHS Employers</i></p>	1 April 2018	PC(M&D) 1/2018

		<p>website at www.nhsemployers.org/payconditions/pay-conditions-2339.cfm</p> <p>With</p> <p>Annex A ^{12, 34}</p> <p><i>Note 1: Pay rates for consultants appointed before 31 October 2003 can be found in the latest Pay Circular [see Annex A of the Pay Circular: Section 2: Annex A] which is available on the NHS Employers website at www.nhsemployers.org</i></p>		
77	Schedule 14 Paragraph 7	<p>Replace</p> <p><i>7. The annual rate for an additional Programmed Activity will be 10% of basic salary, where basic salary includes the pay thresholds and any local clinical excellence awards.¹⁵</i></p> <p>With</p> <p><i>7. The annual rate for an additional Programmed Activity will be 10% of basic salary, where basic salary includes the pay thresholds and any local clinical excellence awards held as at 31 March 2018. This will not apply to local clinical excellence award points received on or after 1 April 2018.¹⁵</i></p>	1 April 2018	PC(M&D) 1/2018
78	Schedule 14 Paragraph 10	<p>Replace</p> <p><i>10. Where a consultant holds a local clinical excellence award, there will be a pro rata increase in the payment for an additional Programmed Activity, compared with the rates referred to by Annex B, Note 1. Where a consultant holds a higher clinical excellence award,</i></p>	1 April 2018	PC(M&D) 1/2018

		<p><i>the pro rata increase in the payment for an additional Programmed Activity will be based on the maximum level of local clinical excellence awards.</i></p> <p>With</p> <p><i>10. For consultants who hold discretionary points or a local clinical excellence award as at 31 March 2018, there will be a pro rata increase in the payment for an additional Programmed Activity, compared with the rates referred to by Annex B, Note 1. This will not apply to any local clinical excellence award points received on or after 1 April 2018.</i></p> <p><i>11. Where a consultant holds a national clinical excellence award under the existing national clinical excellence award scheme (as defined in Schedule 30, para 1) as enforced from time to time, the pro rata increase in the payment for an additional Programmed Activity will be based on the maximum level of local clinical excellence awards.</i></p>		
79	Schedule 14 Annex B Note 1	<p>Replace</p> <p>Annex B ^{16, 35}</p> <p><i>Note 1: Pay rates for consultants appointed on or after 31 October 2003 can be found in the latest Pay Circular [see Annex A of the Pay Circular: Section 2: Annex B] which is available on the NHS Employers website at www.nhsemployers.org/payconditions/pay-conditions-2339.cfm</i></p> <p>With</p> <p>Annex B ^{16, 35}</p>	1 April 2018	PC(M&D) 1/2018

		<i>Note 1: Pay rates for consultants appointed on or after 31 October 2003 can be found in the latest Pay Circular [see Annex A of the Pay Circular: Section 2: Annex B] which is available on the NHS Employers website at www.nhsemployers.org</i>		
80	Schedule 17 Paragraph 2	<p>Replace</p> <p><i>2. The following will be pensionable in the NHS Pension Scheme:</i></p> <ul style="list-style-type: none"> • <i>the consultant's basic salary (up to ten Programmed Activities), including pay thresholds;</i> • <i>enhancements to basic salary by way of any discretionary points, distinction awards or clinical excellence awards;</i> • <i>any on-call availability supplement;</i> • <i>any London Weighting Allowance; and</i> • <i>fees for domiciliary visits not undertaken during Programmed Activities.</i> <p>With</p> <p><i>2. The following will be pensionable in the NHS Pension Scheme:</i></p> <ul style="list-style-type: none"> • <i>the consultant's basic salary (up to ten Programmed Activities), including pay thresholds;</i> • <i>enhancements to basic salary by way of any discretionary points, distinction awards or clinical excellence awards held as at 31 March 2018. This will not apply to local clinical excellence award points received on or after 1 April 2018;</i> • <i>any on-call availability supplement;</i> • <i>any London Weighting Allowance; and</i> • <i>fees for domiciliary visits not undertaken during Programmed Activities.</i> 	1 April 2018	PC(M&D) 1/2018

81	Schedule 17 Paragraph 4	<p>Replace</p> <p>Removal or downgrading of a distinction award or clinical excellence award</p> <p><i>4. If a distinction award or clinical excellence award is removed or downgraded, the consultant will normally continue to be paid the value of the award he or she received at the time this decision was made. This will be taken into account in the calculation of the consultant's pension in the normal way.</i></p> <p>With</p> <p>Removal or downgrading of a distinction award or clinical excellence award</p> <p><i>4. If a distinction award or clinical excellence award is removed or downgraded, the consultant loses the value of the award or receives the value of the downgraded award from the point at which this decision was made. This will be taken into account in the calculation of the consultant's pension in the normal way, subject to the NHS Pension regulations.</i></p>		
82	Schedule 24	<p>Paragraphs 49 and 50</p> <p>Replace</p> <p>Accrual of Annual Leave</p> <p><i>49. Annual leave will continue to accrue during maternity leave, whether paid or unpaid, provided for by this agreement.</i></p> <p><i>50. Where the amount of accrued annual leave would exceed normal carry over provisions, it may be mutually beneficial to both the employer and employee for the employee to take annual leave before</i></p>	1 April 2018	PC(M&D) 2/2018

		<p><i>and/or after the formal (paid and unpaid) maternity leave period. The amount of annual leave to be taken in this way, or carried over, should be discussed and agreed between the employee and employer. Payment in lieu may be considered as an option where accrual of annual leave exceeds normal carry over provisions.</i></p> <p>With</p> <p>Annual leave and public holidays</p> <p><i>49. Employees on paid and unpaid maternity leave retain their right to the annual leave and public holidays provided by Schedule 18.</i></p> <p><i>50. Where unused annual leave and public holidays exceed local provisions for carry over to the next leave year it may be beneficial to the employer and employee for the employee to take the unused annual leave and public holidays before and/or after the agreed (paid and unpaid) maternity leave period. The amount of annual leave and public holidays to be taken in this way, or carried over, should be discussed and agreed between the employee and employer. Payment in lieu may be considered as an option where accrual of annual leave and public holidays exceeds normal carry over provisions.</i></p>		
83	Schedule 30	Entire Schedule added to TCS.	1 April 2018	PC(M&D) 1/2018