

# Pay and Conditions Circular (M&D) 2/2021

## New pay and conditions for Specialty Doctors and Specialists in England

### Summary

This pay and conditions circular informs employers of the introduction of new pay and conditions of service for Specialty Doctors and Specialists in England, from 1 April 2021.

### Action

1. This circular notifies employers of the introduction of a new model contract for pay and conditions of service for two grades of doctors in England; Specialty Doctors and Specialists. *The Terms and Conditions of Service for Specialty Doctors 2021 and the Terms and Conditions of Service for Specialists* (TCS) will become effective on 1 April 2021.
2. Existing Specialty Doctors, Associate Specialists and other closed SAS grades on national TCS will be given the option to transfer to the new terms and conditions or remain on their existing contracts. The Specialty doctor 2008 TCS will become closed to new entrants as of 1 April 2021. The Associate Specialist 2008 contract closed to new entrants on 1 April 2009 and the other SAS grades were closed to new entrants from 31 March 2008.
3. The new pay arrangements and pay codes contained herein will become effective from 1 April 2021, and will apply to staff on the *Terms and Conditions of Service for Specialty Doctors (England) 2021 and the Terms and Conditions of Service for Specialists (England)*, when they commence their employment on these terms.
4. The new terms and conditions of service and other documentation for the 2021 contract are available at [www.nhsemployers.org](http://www.nhsemployers.org)

### Enquiries

1. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
2. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).

3. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).
4. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances rested with the Department of Health and Social Care. Changes were published in Advance Letters. Copies of Advance Letters going back to 2000 may be obtained from the [national archives](#):
5. For Advance Letters prior to 2000, please contact the Department of Health and Social Care: <https://contactus.dhsc.gov.uk/>

Issued by

A handwritten signature in black ink, appearing to read 'Paul Wallace', with a long horizontal stroke extending to the right.

Paul Wallace  
Director of Employment Relations and Reward

NHS Employers

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## Annex A: Section 1: Specialty Doctors (2021 contract) basic pay

### Specialty Doctor pay scale

Pay scale code	Scale Value (2021 – 2022)	Basic Salary (£)
MC75 – 01	<b>Min</b>	45,124
MC75 – 02		45,124
MC75 – 03	<b>1</b>	49,745
MC75 – 04	<b>2</b>	55,790
MC75 – 05		55,790
MC75 – 06	<b>3</b>	58,756
MC75 – 07	<b>4</b>	62,978
MC75 – 08		62,978
MC75 – 09		62,978
MC75 – 10	<b>5</b>	66,614
MC75 – 11		66,614
MC75 – 12	<b>6</b>	70,249
MC75 – 13		70,249
MC75 – 14		70,249
MC75 – 15	<b>7</b>	73,883
MC75 – 16		73,883
MC75 – 17		73,883
MC75 – 18	<b>8</b>	77,519

## Annex A: Section 2: Specialist basic pay

### Specialist pay scale

Pay scale code	Scale Value	Basic Salary
MC70 – 01	Min	79,894
MC70 – 02		79,894
MC70 – 03		79,894
MC70 – 04	1	85,286
MC70 – 05		85,286
MC70 – 06		85,286
MC70 – 07	2	90,677