

Consultant Contract (England) 2003

Record of amendments

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

A revised version of the contract will be posted on the NHS Employers website at [https://www.nhsemployers.org/pay-pensions-and-reward/medical-staff/consultants-and-dental-consultants/consultants-and-dental-consultants-tcs-handbook/consultant-contract-\(2003\)](https://www.nhsemployers.org/pay-pensions-and-reward/medical-staff/consultants-and-dental-consultants/consultants-and-dental-consultants-tcs-handbook/consultant-contract-(2003))

	Paragraph /Page no.	Amendment	Date amended	Circular number
1	Front page	Insert Version 1 – October 2003 Version 2 – 1 June 2005		
2	Page 2	Insert <u>CONTRACT OF EMPLOYMENT</u> <u>Between</u> <u>[insert name of employing organisation]</u> <u>and</u> <u>[insert name and address of employee]</u>	1 June 2005	PC(M&D) 5/2005

	Paragraph /Page no.	Amendment	Date amended	Circular number
3	Paragraph 1	Delete <i>Your employing organisation is []. *</i>	1 June 2005	PC(M&D) 5/2005
4	Paragraph 2	Replace <p>2 Commencement Of Employment</p> <p><i>Your continuous employment for the purposes of this contract [begins] * [began] on []. *¹¹</i></p> <p><i>Your continuous service for the purposes of the Employment Rights Act 1996 began on []. *</i></p> <p><i>Schedule 1 of the Terms and Conditions contains guidance on commencement of employment.</i></p> <p>With</p> <p>2 Commencement Of Employment</p> <p><i>2.1 Employment under this contract [begins] * [began] on [] * [and incorporates [] * years seniority (as defined in Schedule 1 of the Terms and Conditions).] * [Your payscale code on commencement is []*]†</i></p> <p><i>2.2 Your continuous employment with this employing organisation, for the purposes of the Employment Rights Act 1996, [begins] * [began] on [].</i></p> <p>*</p>	1 June 2005	PC(M&D) 5/2005

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p><i>2.3 For the purposes of certain NHS conditions of service, previous service within the NHS, whether with this Trust or another NHS employer, although not continuous for the purposes of the Employment Rights Act 1996 will count as reckonable, so that for some purposes other dates prior to the dates set out above may count. [The amount of reckonable service is []]*</i></p> <p><i>Schedule 1 of the Terms and Conditions contains guidance on commencement of employment.</i></p>		
5	Page 2	<p>Footnote Remove <i>This is the commencement date of continuous employment with the current employer (see Schedule 1)._</i></p> <p>Replace <i>¹ Employing organisation may wish to insert a payscale reference number here.</i></p> <p>With <i>¹ Employing organisations may wish to insert a payscale code here.</i></p>	1 June 2005	PC(M&D) 5/2005
6	Front Page	<p>Insert Version 3 – 30 June 2006</p>	30 June 2006	PC(M&D) 2/2006

	Paragraph /Page no.	Amendment	Date amended	Circular number
7	Page 2	<p>Replace Schedule 1 of the Terms and Conditions contains guidance on commencement of employment].</p> <p>With [Note: Schedule 1 of the Terms and Conditions contains guidance on commencement of employment].</p>	30 June 2006	PC(M&D) 2/2006
8	Page 5 Paragraph 7.3	<p>Replace Part-time consultants need to devote proportionately more of their time to Supporting Professional Activities. This should be agreed on an individual basis. Refer to the guidance on part time and flexible working for further information].</p> <p>With [Note: Part-time consultants need to devote proportionately more of their time to Supporting Professional Activities. This should be agreed on an individual basis. Refer to the guidance on part time and flexible working for further information].</p>	30 June 2006	PC(M&D) 2/2006
9	Page 6 Paragraph 7.6	<p>Replace Extra Programmed Activities You and your clinical manager may agree that you will undertake extra Programmed Activities over and above the [ten] Programmed Activities that constitute your standard contractual duties, up to the maximum permitted under the Working Time Regulations. [Note: add contracted number for part-time</p>	30 June 2006	PC(M&D) 2/2006

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>consultants] The remuneration for these activities is covered by section 21 below and Schedules 13 and 14 of the Terms and Conditions.</p> <p>With Additional Programmed Activities You and your clinical manager may agree that you will undertake additional Programmed Activities over and above the [ten] Programmed Activities that constitute your standard contractual duties, up to the maximum permitted under the Working Time Regulations. [Note: add contracted number for part-time consultants] The remuneration for these activities is covered by section 21 below and Schedules 13 and 14 of the Terms and Conditions.</p>		
10	Page 6 Paragraph 8	<p>Replace Premium Time From 1 April 2004, the provisions in Schedule 7 of the Terms and Conditions will apply to recognise the unsocial nature of work done in Premium Time and the flexibility needed by consultants who work at these times as part of a more varied overall working pattern.</p> <p>With Premium Time The provisions in Schedule 7 of the Terms and Conditions will apply to recognise the unsocial nature of work done in Premium Time and the flexibility needed by consultants who work at these times as part of a more varied overall working pattern.</p>	30 June 2006	PC(M&D) 2/2006

	Paragraph /Page no.	Amendment	Date amended	Circular number
11	Page 7 Paragraph 10	<p>Replace</p> <p>Registration Requirements</p> <p>It is a condition of your employment that you are, and remain, [a registered dental practitioner and] [Note: delete as appropriate] a fully registered medical practitioner and are included on the Specialist Register held by the [General Dental Council (GDC)] [Note: delete as appropriate] General Medical Council (GMC), and continue to hold a licence to practice.</p> <p>With</p> <p>Registration Requirements</p> <p>It is a condition of your employment that you are, and remain, [a registered dental practitioner and] [Note: employing organisations to delete as appropriate] a fully registered medical practitioner and are included on the Specialist Register held by the [General Dental Council (GDC)] [Note: employing organisations to delete as appropriate] General Medical Council (GMC), and continue to hold a licence to practise.</p>	30 June 2006	PC(M&D) 2/2006
12	Page 7 Paragraph 11.2	<p>Replace</p> <p>Fee Paying Services And NHS Programmed Activities</p> <p>Examples of Fee Paying Services are set out in Schedule 10 of the Terms and Conditions.</p> <p>You will not carry out Fee Paying Services during your Programmed Activities except where you and your clinical manager have agreed otherwise. Where your clinical manager has agreed that you may carry out Fee Paying Services during your Programmed Activities, you will remit to us the fees for such services except where you and your clinical manager have agreed that providing these services</p>	30 June 2006	PC(M&D) 2/2006

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>involves minimal disruption to your NHS duties. Schedule 11 of the Terms and Conditions contains guidance on this subject.</p> <p>With Fee Paying Services and NHS Programmed Activities Examples of Fee Paying Services are set out in Schedule 10 of the Terms and Conditions.</p> <p>You will not carry out Fee Paying Services during your Programmed Activities except where you and your clinical manager have agreed otherwise. Where your clinical manager has agreed that you may carry out Fee Paying Services during your Programmed Activities, you will remit to us the fees for such services except where you and your clinical manager have agreed that providing these services involves minimal disruption to your NHS duties. Schedule 11 of the Terms and Conditions refers.</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
13	Page 8 Paragraph 11.4	<p>Replace Publications, lectures, etc A practitioner shall be free, without prior consent of the employing authority, to publish books, articles, etc., and to deliver any lecture or speak, whether on matters arising out of his or her NHS service or not.</p> <p>With Publications, lectures, etc You shall be free, without our prior consent, to publish books, articles, etc., and to deliver any lecture or speak, whether on matters arising out of your NHS service or not.</p>	30 June 2006	PC(M&D) 2/2006
14	Page 8 Paragraph 16	<p>Replace Grievance Procedures The grievance procedures, which apply to your employment are set out in []. * [Note: to add reference to local procedures]</p> <p>With Grievance Procedures The grievance procedures, which apply to your employment are set out in []. * [Note: employing organisations to add reference to local procedures]</p>	30 June 2006	PC(M&D) 2/2006

	Paragraph /Page no.	Amendment	Date amended	Circular number
15	Page 8 Paragraph 17	<p>Replace</p> <p>Disciplinary Matters</p> <p>Wherever possible, any issues relating to conduct, competence and behaviour should be identified and resolved without recourse to formal procedures. However, should we consider that your conduct or behaviour may be in breach of [] * [Note: employing organisations to insert reference to their code of conduct], or that your professional competence has been called into question, we will resolve the matter through our disciplinary or capability procedures, subject to the appeal arrangements set out in those procedures.</p> <p>With</p> <p>Disciplinary Matters</p> <p>Wherever possible, any issues relating to conduct, competence and behaviour should be identified and resolved without recourse to formal procedures. However, should we consider that your conduct or behaviour may be in breach of our code of conduct, or that your professional competence has been called into question, the matter will be resolved through our disciplinary or capability procedures (which will be consistent with the 'Maintaining High Professional Standards in the Modern NHS' framework), subject to the appeal arrangements set out in those procedures.</p>	30 June 2006	PC(M&D) 2/2006
16	Page 9 Paragraph 20.9	<p>Replace</p> <p>Your basic salary will increase when you receive pay thresholds in accordance with the provisions of section 20.2 and Schedule 15 of the Terms and Conditions.</p>	30 June 2006	PC(M&D) 2/2006

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>The value of each pay threshold and the number of years' service required before you become eligible for pay thresholds are set out in Schedules 13 and 14 of the Terms and Conditions.</p> <p>Where a pay threshold is awarded, the date on which your salary will increase to take account of the threshold will be the anniversary of transfer to this contract.</p> <p>Your basic salary, together with any payments for extra Programmed Activities (see section 21 below), includes payment for all Contractual and Consequential Services.</p> <p>With Your basic salary will increase when you receive pay thresholds in accordance with the provisions of section 20.2 and Schedule 15 of the Terms and Conditions.</p> <p>The value of each pay threshold and the number of years' service required before you become eligible for pay thresholds are set out in Schedules 13 and 14 of the Terms and Conditions.</p> <p>Where a pay threshold is awarded, the date on which your salary will increase to take account of the threshold will be the anniversary of transfer to or commencement of this contract.</p> <p>Your basic salary, together with any payments for extra or additional Programmed Activities (see section 21 below), includes payment for all Contractual and Consequential Services.</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
17	Page 9 Paragraph 20.2	<p>Replace</p> <p>Criteria for Pay Thresholds</p> <p>You will not receive pay thresholds automatically, but it is expected that you will progress through the thresholds and will do so if the criteria set out in Schedule 15 are met. We will make all reasonable efforts to support you in meeting the criteria for pay thresholds.</p> <p>With</p> <p>Criteria for Pay Thresholds</p> <p>You will not receive pay thresholds automatically, but it is expected that you will progress through the thresholds and will do so if the criteria set out in Schedule 15 of the Terms and Conditions are met. We will make all reasonable efforts to support you in meeting the criteria for pay thresholds.</p>	30 June 2006	PC(M&D) 2/2006
18	Page 9 Paragraph 22	<p>Replace</p> <p>Distinction Awards And Discretionary Points</p> <p>Where the Advisory Committee on Distinction Awards or its proposed successor body has recommended that you receive a Distinction Award or Clinical Excellence Award, or we have decided that you should receive one or more Discretionary Points or a Clinical Excellence Award, these will be paid at the rates set out in the latest Advance Letter from the Department of Health concerning pay and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service.</p> <p>With</p>	30 June 2006	PC(M&D) 2/2006

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>Distinction Awards And Discretionary Points Where the Advisory Committee on Distinction Awards or the Advisory Committee on Clinical Excellence Awards has recommended that you receive a Distinction Award or Clinical Excellence Award, or we have decided that you should receive one or more Discretionary Points or a Clinical Excellence Award, these will be paid at the rates set out in the latest Pay Circular from NHS Employers.</p>		
19	Page 10 Paragraph 28	<p>Replace</p> <p>Leave And Holidays Schedule 18 of the Terms and Conditions sets out your entitlements in respect of:</p> <ul style="list-style-type: none"> • annual leave and public holidays • professional and study leave • sabbaticals • sick leave • special leave • maternity leave and domestic personal and care relief. <p>With</p> <p>Leave And Holidays Schedule 18 of the Terms and Conditions sets out your entitlements in respect of:</p> <ul style="list-style-type: none"> • annual leave and public holidays • professional and study leave • sabbaticals • sick leave • special leave • maternity leave 	30 June 2006	PC(M&D) 2/2006

	Paragraph /Page no.	Amendment	Date amended	Circular number
20	Page 10 Paragraph 29	<p>Replace Expenses You are entitled to be paid expenses, which should be submitted in a timely manner (normally within one month), for:</p> <ul style="list-style-type: none"> • excess travel • subsistence; and • other expenses in accordance with []. Expenses will be as set out in schedule 21 or some local alternative, which must be at least as favourable). <p>With Expenses You are entitled to be paid expenses, which should be submitted in a timely manner (normally within one month), for:</p> <ul style="list-style-type: none"> • excess travel • subsistence; and • other expenses in accordance with []. [Note: expenses will be as set out in Schedule 21 of the Terms and Conditions or any local alternative, which must be at least as favourable). 	30 June 2006	PC(M&D) 2/2006
21	Page 10 Paragraph 30	<p>Replace Charges for Residence Except where facilities are provided for a doctor to be on-call a charge may, where appropriate, be made for residing at your Place of Work in accordance with our local procedures.</p>	30 June 2006	PC(M&D) 2/2006

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>With</p> <p>Charges for Residence</p> <p>Except where facilities are provided for you to be on-call a charge may, where appropriate, be made for residing at your Place of Work in accordance with our local procedures.</p>		
22	Page 11 Paragraph 31	<p>Replace</p> <p>This is a permanent post. [Amend this paragraph as appropriate for a Fixed Term Appointment].</p> <p>With</p> <p>This is a permanent post. [Note: Employing organisations should amend this paragraph as appropriate for a Fixed Term Appointment].</p>	30 June 2006	PC(M&D) 2/2006
23	Page 12	<p>Replace</p> <p>I [name] and [employer]</p> <p>have understood and agree to honour the terms and conditions set out in this contract of employment</p> <p>[] <i>Consultant's signature</i></p> <p>[] <i>Representative of employing authority's signature</i></p> <p>Date of this agreement []</p> <p>With</p>	30 June 2006	PC(M&D) 2/2006

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>I [name] and [employer]</p> <p>have understood and agree to honour the terms and conditions set out in this contract of employment</p> <p>[] <i>Consultant's signature</i></p> <p>[] <i>Representative of employing organisation's signature</i></p> <p>Date of this agreement []</p>		
24	Front page	<p>Insert</p> <p>Version 4 – 1 April 2008²⁴</p>	31 March 2008	PC(M&D) 2/2008
25	Page 10, paragraph 27	<p>Replace</p> <p>27 Pension The provisions in Schedule 17 of the Terms and Conditions shall apply.</p> <p>You will be eligible for membership of the NHS Pension Scheme, the provisions of which are set out in the NHS Pension Scheme Regulations 1995 (as amended). The Scheme is a final salary scheme with benefits</p>	31 March 2008	PC(M&D) 2/2008

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>based on the best of the last three years pensionable pay. Pensionable pay will include basic salary (up to ten programmed activities, but not any additional programmed activities above this), on-call availability supplements, clinical excellence awards and any existing discretionary points or distinction awards, and any other pay expressly agreed to be pensionable.</p> <p>You are contracted out of the State Second Pension Scheme.</p> <p>With 27 Pension The provisions in Schedule 17 of the Terms and Conditions shall apply.</p> <p>You will be entitled to [become] [continue to be] * a member of a NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.</p> <p>You are contracted out of the State Second Pension Scheme.</p>		
26	Front page	<p>Insert</p> <p>Version 5 - 1 April 2018</p>	1 April 2018	PC(M&D) 1/2018

	Paragraph /Page no.	Amendment	Date amended	Circular number
27	Page 9, paragraph 22	<p>Replace</p> <p>22 Distinction Awards And Discretionary Points Where the Advisory Committee on Distinction Awards or the Advisory Committee on Clinical Excellence Awards has recommended that you receive a Distinction Award or Clinical Excellence Award, or we have decided that you should receive one or more Discretionary Points or a Clinical Excellence Award, these will be paid at the rates set out in the latest Pay Circular from NHS Employers.</p> <p>With</p> <p>22 Distinction Awards And Discretionary Points Where the Advisory Committee on Distinction Awards or the Advisory Committee on Clinical Excellence Awards has recommended that you receive a Distinction Award or Clinical Excellence Award, or we have decided that you should receive one or more Discretionary Points or a Clinical Excellence Award, these will be paid at the rates set out in the latest Pay Circular from NHS Employers. The provisions in the 'Schedule 30 Clinical Excellence Awards' regarding CEAs being an incorporated schedule to the Terms and Conditions for Consultants (England) 2003 shall apply to and are expressly incorporated into this contract.</p>	1 April 2018	PC(M&D) 1/2018

	Paragraph /Page no.	Amendment	Date amended	Circular number
28	Page 10, paragraph 27	<p>Replace</p> <p>Pension The provisions in Schedule 17 of the Terms and Conditions shall apply.</p> <p>You will be entitled to [become] [continue to be] * a member of a NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time. You are contracted out of the State Second Pension Scheme.</p> <p>With</p> <p>Pension The provisions in Schedule 17 of the Terms and Conditions shall apply.</p> <p>You will be entitled to [become] [continue to be] * a member of a NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.</p>	1 April 2018	PC(M&D) 2/2018
29	Front page	<p>Insert</p> <p style="text-align: center;">Version 5 - 1 April 2018</p>	1 April 2018	
30	Front page	<p>Insert</p> <p style="text-align: center;">Version 6 – 1 August 2019</p>	8 August 2019	

	Paragraph /Page no.	Amendment	Date amended	Circular number
31	Pages 8-9	<p>Insert</p> <p>20 Transfer of information</p> <p>On commencement of employment with the Trust, your personal data will be uploaded to the Electronic Staff Record (ESR). ESR is a workforce solution for the NHS which is used by the Trust to effectively manage the workforce leading to improved efficiency and improved patient safety.</p> <p>[In accepting employment with the Trust, you accept that the following personal data will/may be transferred if your employment transfers to another NHS organisation].</p> <p>[List data which is transferred]</p> <p>Certain personal data is transferred from one NHS organisation to another when your employment transfers. Such personal and confidential information may include personal and special category data for the purposes of the General Data Protection Regulation and the Data Protection Act 2018. NHS organisations have a legitimate interest in processing your data in this way to enable them to establish the employment of a suitable workforce and improve efficiencies within the NHS by making costs savings for Trusts and to save you time if your employment transfers.</p>	8 August 2019	PC(M&D) 1/2019
32	Front page	<p>Insert</p> <p>APPENDIX 1 - Job plan</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>APPENDIX 2 - Schedules 13 and 14 of the 2003 TCS for consultants</p> <p>APPENDIX 3 - Schedule 15 of the 2003 TCS for consultants</p> <p>APPENDIX 4 - Schedule 16 of the 2003 TCS for consultants</p> <p>APPENDIX 5 - Rates of pay</p>		
33	Front page	<p>Insert</p> <p style="text-align: center;">Version 7 – 8 October 2020</p>	8 October 2020	
34	Page 2 Paragraph 1.2	<p>Insert</p> <p>This contract constitutes a section 1 statement for the purposes of section 1 of the Employment Rights Act 1996. The parties agree that the employer will be entitled to make changes to this contract unilaterally to the strictly limited extent that such changes are necessary to enable the employer to comply with its statutory obligations under section 1 of the Employment Rights Act 1996 which stipulates the particulars which must be provided by employers to employees regarding their employment. The employer shall provide you with notice of any changes which are required to be made including new wording proposed, an explanation of why the employer considers the change necessary to comply with section 1 of the Employment Rights Act 1996, and the date on which the changes automatically take effect.</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
35	Page 2 Paragraphs 2.1 – 2.3	<p>Replace</p> <p>2.1 Employment under this contract [begins] * [began] on [] * and incorporates [] * years seniority (as defined in Schedule 1 of the Terms and Conditions).] * [Your pay scale code on commencement is []*]²</p> <p>2.2 Your continuous employment with this employing organisation, for the purposes of the Employment Rights Act 1996, [begins] * [began] on []. *</p> <p>2.3 For the purposes of certain NHS conditions of service, previous service within the NHS, whether with this Trust or another NHS employer, although not continuous for the purposes of the Employment Rights Act 1996 will count as reckonable, so that for some purposes other dates prior to the dates set out above may count. The amount of reckonable service is [] *.^{3,4}</p> <p>[Note: Schedule 1 of the Terms and Conditions contains guidance on commencement of employment].⁷</p> <p>With</p> <p>2.1 Employment under this contract [begins] * [began] on [] * and incorporates [] * years seniority (as defined in Schedule 1 of the Terms and Conditions of Service for consultants – England (2003)³).] * [Your pay scale code on commencement is []*]⁴</p>	8 October 2020	

² Employing organisations may wish to insert a pay scale code here.⁵

³ To be referred to from hereon in as 'the 2003 TCS for Consultants'

⁴ Employing organisations may wish to insert a pay scale code here.⁵

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>2.2 Your continuous employment with this employing organisation, for the purposes of the Employment Rights Act 1996, [begins] * [began] on []. *</p> <p>2.3 For the purposes of certain NHS conditions of service, previous service within the NHS, whether with this Trust or another NHS employer, although not continuous for the purposes of the Employment Rights Act 1996 will count as reckonable, so that for some purposes other dates prior to the dates set out in 2.1 and 2.2 may count. The amount of reckonable service is []*.^{3,4}</p> <p>[Note: Schedule 1 of the TCS contains guidance on commencement of employment].⁷</p>		
36	Page 3 Paragraphs 5.1 – 5.2	<p>Replace</p> <p>5.1 Main Duties and Programmed Activities Except in emergencies or where otherwise agreed with your manager, you are responsible for fulfilling the duties and responsibilities and undertaking the Programmed Activities set out in your Job Plan, as reviewed from time to time in line with the provisions in section 6 below.</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>5.2 Associated Duties You are responsible for the associated duties set out in Schedule 2 of the Terms and Conditions.</p> <p>With</p> <p>5.1 Main Duties and Programmed Activities Except in emergencies or where otherwise agreed with your manager, you are responsible for fulfilling the duties and responsibilities and undertaking the Programmed Activities set out in your Job Plan, which is appended to this contract at Appendix 1 as reviewed in line with the provisions in section 6 below.</p> <p>5.2 Associated Duties You are responsible for the associated duties set out in Schedule 2 of the 2003 TCS for Consultants.</p>		
37	Page 4	<p>Insert</p> <p>5.5 Training entitlement</p> <p>Your statutory training requirements are set out below. These are at the expense in provision and paid time of your employer.</p> <p>[List of any statutory training requirements required for the post]</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>You may also be expected to undertake further local training applicable to your role, also at the expense in provision and paid time of your employer, with the time for undertaking this training documented within your job plan. [Note: Employing organisation to include any local training requirements required for the post.]</p> <p>Further provision of training will be through the use of Supporting Professional Activity (SPA) time and Study Leave (Schedules 3 & 18). Appropriate time will be provided by the employer to allow you to complete the training.</p>		
38	Page 4 Paragraph 6.1	<p>Replace</p> <p>6.1 Job Plan You and your clinical manager have agreed a prospective Job Plan that sets out your main duties and responsibilities, a schedule for carrying out your Programmed Activities, your managerial responsibilities, your accountability arrangements, your objectives and supporting resources.</p> <p>You and your clinical manager will review the Job Plan annually in line with the provisions in Schedule 3 of the Terms and Conditions. Either may propose amendment of the Job Plan. You will help ensure through participating in Job Plan reviews that your Job Plan meets the criteria set out in the Terms and Conditions and that it contributes to the efficient and effective use of NHS resources.</p> <p>With</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>6.1 Job Plan You and your clinical manager have agreed a prospective Job Plan. A generic Job Plan is appended at Appendix 1 of this contract. You and your clinical manager shall review and agree any variations required within six months of starting in post and your section 1 particulars shall be amended automatically. The Job Plan sets out your main duties and responsibilities, a schedule for carrying out your Programmed Activities, your managerial responsibilities, your accountability arrangements, your objectives and supporting resources.</p> <p>You and your clinical manager will review the Job Plan annually in line with the provisions in Schedule 3 of the 2003 TCS for Consultants. Either may propose amendment of the Job Plan. You will help ensure through participating in Job Plan reviews that your Job Plan meets the criteria set out in the 2003 TCS for Consultants and that it contributes to the efficient and effective use of NHS resources.</p>		
39	Pages 4-5 Paragraph 7.1	<p>Replace</p> <p>7.1 Scheduling of Activities You and your clinical manager will agree in the schedule of your job plan the programmed activities that are necessary to fulfil your duties and responsibilities, and the times and locations at which these activities are scheduled to take place. You and your clinical manager will seek to reach agreement in the scheduling of all activities. We will not schedule non-emergency work during premium time without your agreement.</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>Subject to the provisions for recognising work done in Premium Time (see section 8 below), a Programmed Activity has a timetable value of four hours. Each Programmed Activity may include a combination of duties.</p> <p>Your job plan will contain [] * Programmed Activities per week on average, subject to the provisions below for recognising emergency work arising from on-call rotas. A standard full-time Job Plan will contain 10 Programmed Activities subject to the provisions in Paragraph 7.6 to agree up to two extra Programmed Activities. Remuneration for Programmed Activities is set out in section 21 below and Schedules 13 and 14 of the Terms and Conditions of Service.</p> <p>[Note: the number of Programmed Activities will need to be adjusted for part time consultants. Where a consultant has a part-time contract, the employing organisation will need to agree the number of weekly Programmed Activities that should be included in the Job Plan.</p> <p>Where a consultant appointed after 1 January 2004 wishes to work part-time <u>in order</u> to undertake private practice, such contracts should normally be for no more than six Programmed Activities]</p> <p>With</p> <p>7.1 Scheduling of Activities You and your clinical manager will agree in the schedule of your Job Plan the programmed activities that are necessary to fulfil your duties and responsibilities, and the times and locations at which these activities are scheduled to take place. You and your clinical manager will seek to reach agreement in the scheduling of</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>all activities. We will not schedule non-emergency work during premium time without your agreement.</p> <p>Subject to the provisions for recognising work done in Premium Time (see section 8 below), a Programmed Activity has a timetable value of four hours. Each Programmed Activity may include a combination of duties.</p> <p>Your job plan will contain [] * Programmed Activities per week on average, subject to the provisions below for recognising emergency work arising from on-call rotas. A standard full-time Job Plan will contain 10 Programmed Activities subject to the provisions in Paragraph 7.6 to agree up to two extra Programmed Activities. Remuneration for Programmed Activities is set out in section 21 below and Schedules 13 and 14 of the 2003 TCS for Consultants.</p> <p>The rates for basic pay are set out in Appendix 5 [note: Employing organisations to attach the latest pay circular to Appendix 5]</p> <p>[Note: the number of Programmed Activities will need to be adjusted for part time consultants. Where a consultant has a part-time contract, the employing organisation will need to agree the number of weekly Programmed Activities that should be included in the Job Plan.</p> <p>Where a consultant appointed after 1 January 2004 wishes to work part-time <u>in order</u> to undertake private practice, such contracts should normally be for no more than six Programmed Activities]</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
40	Page 7 Paragraph 7.6	Replace Subject to the provisions in section 7.7 below, and without prejudice to section 7.8 below, you do not have to agree to carry out more than ten Programmed Activities on average per week. With Without prejudice to section 7.7 below, you do not have to agree to carry out more than ten Programmed Activities on average per week.	8 October 2020	
41	Page 7 Paragraph 7.7	Remove 7.7. Unallocated	8 October 2020	
42	Page 7 Paragraph 7.7	Paragraph 7.8 becomes paragraph 7.7	8 October 2020	
43	Page 7 Paragraph 8	Insert Remuneration for work done in Premium Time is covered by clause 21 below.	8 October 2020	
44	Page 7 Paragraph 9.2	Replace 9.2 Where you are on an on-call rota, you will receive an on-call availability supplement according to the provisions in Schedule 16 of the Terms and	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>Conditions. The level of supplement will depend on the frequency of your rota and the typical nature of the required response when you are called.</p> <p>With</p> <p>9.2 Where you are on an on-call rota, you will receive an on-call availability supplement according to the provisions in Schedule 16 of the 2003 TCS for Consultants and set out at Appendix 4 of this contract. The level of supplement will depend on the frequency of your rota and the typical nature of the required response when you are called.</p>		
45	Page 9 Paragraph 16.2	<p>Insert</p> <p>16.2 If you wish to raise a grievance, you may apply in writing to [POSITION] in accordance with our grievance procedure.</p>	8 October 2020	
46	Page 9 Paragraph 17.2	<p>Insert</p> <p>17.2 If you wish to appeal against a disciplinary decision you may apply in writing to [POSITION] in accordance with our disciplinary procedure.</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
47	Page 9 Paragraph 20	Replace the word 'Trust' With 'employing organisation'	8 October 2020	
48	Page 10 Paragraph 21.1	Replace 21.1 Basic Salary and Pay Thresholds Your basic salary on commencement is [£]. * [Note: employing organisations to complete based on Schedules 13 and 14 of the Terms and Conditions] This	8 October 2020	

	<p>has been calculated in accordance with the provisions in Schedules 13 and 14 of the Terms and Conditions.</p> <p>Your basic salary will increase when you receive pay thresholds in accordance with the provisions of section 20.2 and Schedule 15 of the Terms and Conditions.</p> <p>The value of each pay threshold and the number of years' service required before you become eligible for pay thresholds are set out in Schedules 13 and 14 of the Terms and Conditions.</p> <p>Where a pay threshold is awarded, the date on which your salary will increase to take account of the threshold will be the anniversary of transfer to or commencement of this contract.</p> <p>Your basic salary, together with any payments for extra or additional Programmed Activities (see section 21 below), includes payment for all Contractual and Consequential Services.¹⁶</p> <p>With</p> <p>21.1 Basic Salary and Pay Thresholds</p> <p>Your basic salary on commencement is [£]. * [Note: employing organisations to complete based on Schedules 13 and 14 of the 2003 TCS for Consultants] This has been calculated in accordance with the provisions in Schedules 13 and 14 of the 2003 TCS for Consultants which is appended to this contract at Appendix 2.</p> <p>Your basic salary will increase when you receive pay thresholds in accordance with the provisions of section 20.2 and Schedule 15 of the 2003 TCS for Consultants which is appended to this contract at Appendix 3.</p>		
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	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>The value of each pay threshold and the number of years' service required before you become eligible for pay thresholds are set out in Schedules 13 and 14 of the 2003 TCS for Consultants.</p> <p>Where a pay threshold is awarded, the date on which your salary will increase to take account of the threshold will be the anniversary of transfer to or commencement of this contract.</p> <p>Your basic salary, together with any payments for extra or additional Programmed Activities (see section 2 below), includes payment for all contractual and Consequential Services.¹⁶</p>		
49	Page Paragraph 21.2	<p>Replace</p> <p>21.2 Criteria for Pay Thresholds You will not receive pay thresholds automatically, but it is expected that you will progress through the thresholds and will do so if the criteria set out in Schedule 15 of the Terms and Conditions are met. We will make all reasonable efforts to support you in meeting the criteria for pay thresholds.¹⁷</p> <p>With</p> <p>21.2 Criteria for Pay Thresholds You will not receive pay thresholds automatically, but it is expected that you will progress through the thresholds and will do so if the criteria set out in Schedule 15 of the 2003 TCS for Consultants are met which is appended to this contract at Appendix 3. We will make all reasonable efforts to support you in meeting the criteria for pay thresholds.¹⁷</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
50	Pages 10-11 Paragraph 22	<p>Replace</p> <p>22 Payment For Additional Programmed Activities Any additional Programmed Activities that you carry out, beyond the standard [ten]/[] [Note: to be adjusted for part-time consultants] Programmed Activities, will be paid at the rates set out in Schedules 13 and 14 of the Terms and Conditions.</p> <p>With</p> <p>22 Payment for Additional Programmed Activities</p> <p>22.1 Any additional Programmed Activities that you carry out, beyond the standard [ten]/[] [Note: to be adjusted for part-time consultants] Programmed Activities, will be paid at the rates set out in Appendix 2 of this contract.</p> <p>22.2 For each Programmed Activity scheduled during Premium Time there will be a reduction in the timetable value of the Programmed Activity itself to three hours or a reduction in the timetable value of another Programmed Activity by one hour, subject to a maximum reduction of three hours per week.</p> <p>22.3 If, by mutual agreement, a Programmed Activity in Premium Time lasts for four hours or more, an equivalent enhancement to payment may be agreed.</p> <p>22.4 Where a Programmed Activity falls only partly in Premium Time, the reduction in the timetable value of this or another Programmed Activity will be on</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		an appropriate pro rata basis. If an enhancement to payment is made, this will be applied to the proportion of the Programmed Activity falling within Premium Time.		
51	Page 11 Paragraph 23	<p>Replace</p> <p>23. Distinction Awards And Discretionary Points Where the Advisory Committee on Distinction Awards or the Advisory Committee on Clinical Excellence Awards has recommended that you receive a Distinction Award or Clinical Excellence Award, or we have decided that you should receive one or more Discretionary Points or a Clinical Excellence Award, these will be paid at the rates set out in the latest Pay Circular from NHS Employers. The provisions in the ‘Schedule 30 Clinical Excellence Awards’ regarding CEAs being an incorporated schedule to the Terms and Conditions for Consultants (England) 2003 shall apply to and are expressly incorporated into this contract.¹⁸</p> <p>With</p> <p>23 Distinction Awards and Discretionary Points Where the Advisory Committee on Distinction Awards or the Advisory Committee on Clinical Excellence Awards (ACCEA) has recommended that you receive a Distinction Award or Clinical Excellence Award (CEA), or we have decided that you should receive one or more Discretionary Points or a CEA, these will be paid at the rates set out in the latest Pay Circular from NHS Employers. The provisions in the ‘Schedule 30 Clinical Excellence Awards’ regarding CEAs being an incorporated schedule to the 2003 TCS for Consultants shall apply to and are expressly incorporated into this contract.¹⁸</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
52	Page 11 Paragraph 24	<p>Replace</p> <p>24. On-Call Availability Supplement If you are required to participate in an on-call rota, you will be paid a supplement in addition to your basic salary in respect of your availability to work during on-call periods. The supplement will be paid in accordance with, and at the appropriate rate shown in, Schedule 16 of the Terms and Conditions.</p> <p>With</p> <p>24. On-Call Availability Supplement If you are required to participate in an on-call rota, you will be paid a supplement in addition to your basic salary in respect of your availability to work during on-call periods. The supplement will be paid in accordance with, and at the appropriate rate shown in, Schedule 16 of the 2003 TCS for Consultants, which is appended to this contract at Appendix 4.</p> <p>The frequency of your on-call availability will be detailed in your Job Plan, which is set out in Appendix 1 of this contract.</p>	8 October 2020	
53	Page 11 Paragraph 27	<p>Replace</p> <p>27. London Weighting Allowance The provisions in Schedule 16 of the Terms and Conditions shall apply.</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>With</p> <p>London Weighting Allowance The provisions in Schedule 16 of the 2003 TCS for Consultants shall apply, which are appended at Appendix 4 to this contract.</p>		
54	Page 11 Paragraph 28	<p>Insert</p> <p>28. Benefits <i>*[Note: employing organisations to complete based on local benefits applicable to doctor]</i></p>	8 October 2020	
55	Page 12 Paragraph 29	<p>Replace</p> <p>You will be entitled to [become] [continue to be] * a member of a NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.</p> <p>With</p> <p>Unless you are deemed ineligible, you will automatically be enrolled in the NHS Pension Scheme⁴ subject to its terms and rules, which may be amended from time to time.</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
56	Pages 12-13 Paragraph 30	<p>Replace</p> <p>29. Leave And Holidays Schedule 18 of the Terms and Conditions sets out your entitlements in respect of:</p> <ul style="list-style-type: none"> • annual leave and public holidays • professional and study leave • sabbaticals • sick leave • special leave • maternity leave¹⁹ <p>With</p> <p>30. Holidays</p> <p>30.1 Consultants are entitled to annual leave at the rates per year as set out in Schedule 18 of the 2003 TCS for Consultants, exclusive of public holidays and extra statutory days.</p> <p>30.2 The leave year runs from the anniversary date of your appointment or adjusted to a common start date in force in that employment. No detriment to you will arise from the leave year adjustment.</p> <p>30.3 Annual leave should be discussed at the annual Job Plan review. Dates for annual leave and the arrangements for your work to be done in your absence should be incorporated into the agreed Job Plan, or alternatively agreed at least</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>two months in advance, if possible. Subject however to suitable arrangements having been made, you may take up to two days of your annual leave without seeking formal permission provided that you give notification beforehand.</p> <p>30.4 Annual leave may be carried over subject to Section 1, paragraphs 10-14 of the General Council Conditions of Service.</p> <p>30.5 The leave entitlements of consultants in regular appointment are additional to eight public holidays and two statutory holidays or days in lieu thereof. The two statutory days may, by local agreement, be converted to a period of annual leave.</p> <p>30.6 In addition, a consultant who in the course of his or her duty was required to be present in hospital or other place of work between the hours of midnight and 9am on statutory or public holidays should receive a day off in lieu.</p> <p>30.7 On termination of your employment, you will be entitled to pay in lieu of any outstanding entitlement accrued in the leave year in which your employment terminates or be required to repay to the Trust salary received in respect of annual leave taken in excess of entitlement. The amount of the payment or repayment shall be based on accrued salary for the leave year paid at [EMPLOYING ORGANISATIONS TO INSERT STANDARD METHOD OF CALCULATION]</p> <p>30.8 Further details regarding annual leave and public holidays are set out in Schedule 18 of the 2003 TCS for Consultants.</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
57	Page 13 Paragraph 31	<p>Insert</p> <p>31. Sick leave</p> <p>31.1 If you are absent from duty owing to illness (including injury or other disability), you shall, subject to the provisions set out in Schedule 18 of the 2003 TCS for Consultants, be entitled to receive an allowance in accordance with the following:</p> <p>During the first year of service - One month's full pay and (after completing four months' service) two months' half pay;</p> <p>During the second year of service - Two months' full pay and two months' half pay;</p> <p>During the third year of service - Four months' full pay and four months' half pay;</p> <p>During the fourth and fifth years of service - Five months' full pay and five months' half pay;</p> <p>After completing five years of service - Six months' full pay and six months' half pay.</p> <p>31.2 The employer shall have discretion to extend a consultant's sick leave entitlement.</p> <p>31.3 To aid rehabilitation the employer has discretion to allow a consultant to return to work on reduced hours or to be encouraged to work from home without</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>loss of pay to aid rehabilitation. Any such arrangements need to be consistent with statutory sick pay rules.</p> <p>Further details regarding sick leave are set out in Schedule 18 of the 2003 TCS for Consultants.</p> <p>Schedule 18 of the 2003 TCS for Consultants also sets out your entitlements in respect of:</p> <ul style="list-style-type: none"> • professional and study leave • sabbaticals • special leave • maternity leave¹⁹ 		
58	Page 14 Paragraph 34	<p>Replace</p> <p>32. This is a permanent post. [Note: Employing organisations should amend this paragraph as appropriate for a Fixed Term Appointment].²²</p> <p>With</p> <p>34. This is a permanent post. [Note: Employing organisations should amend this paragraph as appropriate for a Fixed Term Appointment and set out the date when it is to end].²²</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
59	Page 14 Paragraph 35	<p>Replace</p> <p>33. Provisions governing termination of employment are set out in Schedule 19 of the Terms and Conditions.</p> <p>With</p> <p>35</p> <p>35.1 Where termination of employment is necessary, an employer will give you three months' notice in writing.</p> <p>35.2 You are required to give your employer three months' written notice if you wish to terminate your employment.</p> <p>35.3 Shorter or longer notice periods may apply where agreed between both parties in writing and signed by both.</p> <p>35.4 Employment may be terminated without notice in cases of gross misconduct, gross negligence, or where your registration as a medical doctor (and/or your registration as a dental doctor) has been removed or has lapsed without good reason.</p> <p>35.5 Further terms regarding termination of employment are set out in Schedule 19 of the 2003 TCS for Consultants.</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
60	Page 14 Paragraph 36	<p>Replace</p> <p>Entire terms</p> <p>With</p> <p>Collective agreement and entire Terms</p> <p>Insert</p> <p>Your employment is governed by this contract and the 2003 TCS for Consultants which is incorporated into your contract.</p> <p>Your terms and conditions may be changed following national collective agreements between the British Medical Association, HCSA and NHS Employers.</p>	8 October 2020	
61	Page 16 Appendix 1	<p>Insert</p> <p>Appendix 1 – Job Plan</p>	8 October 2020	
62	Pages 17-25 Appendix 2	<p>Insert</p> <p>Appendix 2 – Schedules 13 and 14 of the 2003 TCS for Consultants – England (2003)</p> <p>Schedule 13</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>Basic salary and payment for additional programmed activities for consultants appointed before 31 October 2003⁴²</p> <p>1. This Schedule applies to those whose first appointment as a NHS consultant was before 31 October 2003. Schedule 14 applies to those whose first appointment as a NHS consultant was on or after 31 October 2003. For the purposes of determining whether this Schedule or Schedule 14 applies, the date of appointment will be regarded as the date on which the consultant post was offered.</p> <p><i>Date of transfer</i></p> <p>2. Where a consultant subject to this Schedule gave a formal commitment to the new contract on or before 31 October 2003, pay increases under the new contract will be backdated to 1 April 2003. Where a consultant gave a formal commitment to the new contract between 31 October 2003 and 31 March 2004, pay increases will be backdated by three months from the date on which the commitment was given. In each case, backdating will be conditional upon a job plan being agreed within three months, except where this deadline was not met for reasons beyond the consultant's control. Consultants may choose any shorter period of backdating if they so wish. Where a consultant gives a commitment to the contract after 1 April 2004, there will be no backdating. A formal commitment for these purposes is not legally binding, but consultants are expected to enter into such a commitment in good faith and in the full expectation of taking up the new contract.</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>3. For consultants subject to this Schedule, progression through pay thresholds (see below) will be on the anniversary of transfer to these Terms and Conditions of Service, subject to being continuously employed in the NHS. For consultants who give a formal commitment to the new contract before 1 April 2004 and who therefore received backdated increases in pay, the date of transfer will be regarded as the date to which increases in pay are backdated. For other consultants subject to this Schedule, the date of transfer will be the date on which the consultant first starts work under these Terms and Conditions.</p> <p>Pay Uplifts</p> <p>4. Increases to pay threshold values may be determined from time to time following the recommendations of the Review Body on Doctors' and Dentists' Remuneration.</p> <p><i>Definition of seniority</i></p> <p>5. Both salary on commencement and eligibility for subsequent pay thresholds will depend on a consultant's seniority (see Annex A, Table 1). For these purposes, seniority is to be measured as the sum of the number of whole years completed as an NHS consultant, plus the point on the salary scale when appointed (on a scale of 1 to 5), plus any additional credited seniority (in whole years) to reflect non-NHS consultant level experience or flexible training (see below). For the avoidance of doubt, seniority may only accrue during an absence when on an employment break scheme to reflect the gaining of approved non-NHS consultant level experience.⁶</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>6. The employing organisation will credit appropriate additional seniority to reflect any consultant level experience gained outwith the NHS consultant system, taking care to ensure that there is no double counting of this and any additional seniority granted at appointment by way of a higher point on the salary scale.</p> <p>7. Where a consultant's training has been lengthened by virtue of being in a flexible training scheme or because of undergoing dual qualification, the employing organisation will, where necessary, credit appropriate additional seniority to ensure that the consultant is not prevented from reaching the pay threshold they would have attained had they trained on a full time or single qualification basis (e.g. training extended by two years counts as the equivalent of two years' seniority as a consultant on first appointment as a consultant). See separate guidance on part time contracts.</p> <p><i>Basic pay on commencement</i></p> <p>8. On commencement, and subject to the provisions on pay protection set out below, the value of basic salary – and of payments for any additional Programmed Activities – will:</p> <ul style="list-style-type: none"> • for full-time consultants who have previously held a whole-time NHS consultant contract and full-time consultants who have previously held a maximum part-time NHS consultant contract be as referred to by Annex A, Note 1; • for part-time consultants be pro rata to the levels referred to by Annex A, Note 1, based on the number of agreed weekly Programmed 		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p style="text-align: center;">Activities in the consultant's Job Plan as a proportion of the standard ten Programmed Activities for full-time consultants.^{7,8}</p> <p>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 2018.⁷⁵</p> <p>10. Where a consultant holds a distinction award or a higher clinical excellence award under the current national clinical excellence award scheme 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.</p> <p>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</p> <p>Pay protection</p> <p>12. There will be no financial detriment to any consultants for whom the combined total of their basic pay and any on-call availability supplement (as assessed under the provisions in Schedule 16) would otherwise be less than the combined total of their basic pay and any intensity supplement under their previous NHS contract and terms and conditions. For consultants who transferred to these Terms and Conditions in 2003/04, there will be full protection for one year, i.e. taking account of annual pay</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>uplift for 2004/05 for consultants on the previous national terms and conditions. After this date, protection will be on a mark-time basis (i.e. until the new salary exceeds the salary at the point of transfer).¹⁰</p> <p>13. This is provided the consultant continues to undertake the same level of duties and responsibilities and on-call commitments and remains employed by the same NHS organisation or equivalent successor organisation.</p> <p><i>Pay thresholds</i></p> <p>14. Consultants will become eligible for pay thresholds at the intervals set out in Annex A, Table 1 on the anniversary of transfer to the contract (see paragraph 3 above).</p> <p>15. The value of pay thresholds for full-time consultants who have previously held a whole-time NHS consultant contract will be as referred to by Annex A, Note 1.</p> <p>16. The value of pay thresholds for part-time consultants will be pro rata to the levels referred to by Annex A, Note 1, based on the number of agreed weekly Programmed Activities in the consultant's Job Plan as a proportion of the ten standard Programmed Activities for full-time consultants.</p> <p>17. Unallocated.</p> <p>Unallocated¹¹</p> <p>Annex A^{12, 34}</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number																									
		<p>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 ⁷⁶</p> <p>Table 1: Pay progression for consultants appointed before 31 October 2003</p> <table border="1" data-bbox="483 651 1624 1319"> <thead> <tr> <th data-bbox="483 651 656 762">Seniority at transfer</th> <th data-bbox="656 651 1070 762">Years after transfer before threshold level changes</th> <th data-bbox="1070 651 1238 762">Pay threshold</th> <th data-bbox="1238 651 1462 762"></th> <th data-bbox="1462 651 1624 762">Pay scale</th> </tr> </thead> <tbody> <tr> <td data-bbox="483 762 656 874">30+</td> <td data-bbox="656 762 1070 874">On transfer to new contract 1 year after transfer 2 years after transfer</td> <td data-bbox="1070 762 1238 874">7 8</td> <td data-bbox="1238 762 1462 874"></td> <td data-bbox="1462 762 1624 874">MC71</td> </tr> <tr> <td data-bbox="483 874 656 1026">21-29</td> <td data-bbox="656 874 1070 1026">On transfer to new contract 1 year after transfer 2 years after transfer 3 years after transfer</td> <td data-bbox="1070 874 1238 1026">6 7 8</td> <td data-bbox="1238 874 1462 1026"></td> <td data-bbox="1462 874 1624 1026">MC70</td> </tr> <tr> <td data-bbox="483 1026 656 1177">20</td> <td data-bbox="656 1026 1070 1177">On transfer to new contract 1 year after transfer 3 years after transfer 4 years after transfer</td> <td data-bbox="1070 1026 1238 1177">6 7 8</td> <td data-bbox="1238 1026 1462 1177"></td> <td data-bbox="1462 1026 1624 1177">MC69</td> </tr> <tr> <td data-bbox="483 1177 656 1319">19</td> <td data-bbox="656 1177 1070 1319">On transfer to new contract 1 year after transfer 3 years after transfer 5 years after transfer</td> <td data-bbox="1070 1177 1238 1319">6 7 8</td> <td data-bbox="1238 1177 1462 1319"></td> <td data-bbox="1462 1177 1624 1319">MC68</td> </tr> </tbody> </table>	Seniority at transfer	Years after transfer before threshold level changes	Pay threshold		Pay scale	30+	On transfer to new contract 1 year after transfer 2 years after transfer	7 8		MC71	21-29	On transfer to new contract 1 year after transfer 2 years after transfer 3 years after transfer	6 7 8		MC70	20	On transfer to new contract 1 year after transfer 3 years after transfer 4 years after transfer	6 7 8		MC69	19	On transfer to new contract 1 year after transfer 3 years after transfer 5 years after transfer	6 7 8		MC68		
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		11 years after transfer	8	
	11	On transfer to new contract 4 years after transfer 7 years after transfer 12 years after transfer	6 7 8	MC60
	10	On transfer to new contract 4 years after transfer 8 years after transfer 13 years after transfer	6 7 8	MC59
	9	On transfer to new contract 4 years after transfer 9 years after transfer 14 years after transfer	6 7 8	MC58
	8	On transfer to new contract 5 years after transfer 10 years after transfer 15 years after transfer	6 7 8	MC57
	7	On transfer to new contract 5 years after transfer 10 years after transfer 15 years after transfer	6 7 8	MC57
	6	On transfer to new contract 1 year after transfer 5 years after transfer 10 years after transfer 15 years after transfer	5 6 7 8	MC56

	Paragraph /Page no.	Amendment				Date amended	Circular number	
		5	On transfer to new contract 1 year after transfer 2 years after transfer 6 years after transfer 11 years after transfer 16 years after transfer	* 5 6 7 8		MC55		
		4	On transfer to new contract 1 year after transfer 2 years after transfer 3 years after transfer 6 years after transfer 11 years after transfer 16 years after transfer	3 4 5 6 7 8		MC54		
		3	On transfer to new contract 1 year after transfer 2 years after transfer 3 years after transfer 7 years after transfer 12 years after transfer 17 years after transfer	* 4 5 6 7 8		MC53		
		2	On transfer to new contract 1 year after transfer 2 years after transfer 3 years after transfer 8 years after transfer 13 years after transfer 18 years after transfer	2 4 5 6 7 8		MC52		

	Paragraph /Page no.	Amendment				Date amended	Circular number	
		1	On transfer to new contract 1 year after transfer 2 years after transfer 3 years after transfer 4 years after transfer 9 years after transfer 14 years after transfer 19 years after transfer	* 3 4 5 6 7 8		MC51		
		*For consultants with seniority of 1,3 or 5 years on transition, the first pay threshold is for transitional purposes						
		Schedule 14						
		Basic salary and payment for additional programmed activities for consultants appointed after 31 October 2003⁴³						
		1. This Schedule applies to all those whose first appointment as a NHS consultant is on or after 31 October 2003. For these purposes, the date of appointment will be regarded as the date on which the consultant post was offered. There are eight pay thresholds for consultants first appointed on or after 31 October 2003, the value of which is set out in a Pay Circular (see Annex B: Note 1). Subject to the provisions in Schedule 15, there is eligibility for annual progression up to threshold 5; whilst eligibility for progression through the next three thresholds shall occur at five-yearly intervals.						

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		<p>2. For consultants subject to this Schedule, progression through pay thresholds (see below) will be on the anniversary of appointment, subject to being continuously employed in the NHS. For these purposes, the date of appointment will be regarded as the date on which the consultant first started work as a consultant subject to these Terms and Conditions.</p> <p>Pay Uplifts</p> <p>3. Increases to pay threshold values may be determined from time to time following the recommendations of the Review Body on Doctors' and Dentists' Remuneration.</p> <p><i>Basic pay and pay thresholds</i></p> <p>4. On commencement, basic salary – and payments for any additional Programmed Activities – will be the first of the thresholds referred to by Annex B, Note 1, subject to paragraphs 5 and 6 below.</p> <p>5. Basic salary on commencement will be set at a higher threshold to reflect any approved consultant-level experience that a consultant has gained. For the avoidance of doubt, seniority may only accrue during an absence on an employment break scheme to reflect the gaining of approved non-NHS consultant level experience.¹³</p> <p>6. Where a consultant's training has been lengthened by virtue of being in a flexible training scheme or because of undergoing dual qualification, the employing organisation will, where necessary, set basic salary on commencement at a higher threshold to ensure that the consultant is not</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>prevented from reaching the pay threshold they would have attained had they trained on a full time or single qualification basis (e.g. training extended by two years counts as the equivalent of two years' consultant service where a consultant would not otherwise be able to reach the same pay threshold).¹⁴</p> <p>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, 77}</p> <p>8. Consultants will become eligible for additional pay thresholds at the intervals in Annex B, Table 1 on the anniversary of appointment (see paragraph 2 above).</p> <p>9. The value of pay thresholds for part-time consultants will be pro rata to the levels referred to by Annex B, Note 1, based on the number of agreed weekly Programmed Activities in the consultant's Job Plan as a proportion of the ten standard Programmed Activities for full-time consultants.</p> <p>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 2018.⁷⁸</p> <p>11. Where a consultant holds a national clinical excellence award under any national clinical excellence award scheme as enforced from time to time,</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number										
		<p>the pro rata increase in the payment for an additional Programmed Activity will be based on the maximum level of local clinical excellence awards.</p> <p>12. Where Associate Specialists have been paid in their previous regular employment at a basic salary, including any discretionary points, higher or equal to the rate at which they would (were it not for this provision) be paid on taking up their new Consultant appointment, then their starting salary in the new appointment shall be fixed at the threshold in the scale next above that previous rate.⁵⁷</p> <p>Annex B^{16, 35}</p> <p>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.org⁷⁹</p> <p>Table 1: Pay progression for consultants appointed on or after 31 October 2003</p> <table border="1" data-bbox="468 1094 1624 1313"> <thead> <tr> <th data-bbox="468 1094 658 1241">Threshold</th> <th data-bbox="658 1094 884 1241">Years completed as a consultant</th> <th data-bbox="884 1094 1093 1241"></th> <th data-bbox="1093 1094 1375 1241">Period before eligibility for next threshold</th> <th data-bbox="1375 1094 1624 1241">Payroll point</th> </tr> </thead> <tbody> <tr> <td data-bbox="468 1241 658 1313">1</td> <td data-bbox="658 1241 884 1313">0</td> <td data-bbox="884 1241 1093 1313"></td> <td data-bbox="1093 1241 1375 1313">1 year</td> <td data-bbox="1375 1241 1624 1313">MC72 Point 00</td> </tr> </tbody> </table>	Threshold	Years completed as a consultant		Period before eligibility for next threshold	Payroll point	1	0		1 year	MC72 Point 00		
Threshold	Years completed as a consultant		Period before eligibility for next threshold	Payroll point										
1	0		1 year	MC72 Point 00										

	Paragraph /Page no.	Amendment					Date amended	Circular number
		2	1		1 year	MC72 Point 01		
		3	2		1 year	MC72 Point 02		
		4	3		1 year	MC72 Point 03		
		5	4		5 years	MC72 Point 04		
			5		4 years	MC72 Point 05		
			6		3 years	MC72 Point 06		
			7		2 years	MC72 Point 07		
			8		1 year	MC72 Point 08		
		6	9		5 years	MC72 Point 09		
			10		4 years	MC72 Point 10		
			11		3 years	MC72 Point 11		
			12		2 years	MC72 Point 12		
			13		1 year	MC72 Point 13		

	Paragraph /Page no.	Amendment					Date amended	Circular number
		7	14		5 years	MC72 Point 14		
			15		4 years	MC72 Point 15		
			16		3 years	MC72 Point 16		
			17		2 years	MC72 Point 17		
			18		1 year	MC72 Point 18		
		8	19		-	MC72 Point 19		
63	Pages 26-27 Appendix 3	Insert Appendix 3 – Schedule 15 of the 2003 TCS for Consultants – England (2003) <i>Pay thresholds</i> <i>Criteria for pay thresholds</i> 1. Following the annual Job Plan review, the clinical manager who has conducted the Job Plan review will report the outcome, via the Medical Director, to the Chief Executive and copied to the consultant and the Chief Executive of any other NHS organisation with which the consultant					8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>holds a contract of employment, setting out for the purposes of decisions on pay thresholds whether the consultant has:</p> <ul style="list-style-type: none"> • made every reasonable effort to meet the time and service commitments in the Job Plan; • participated satisfactorily in the appraisal process; • participated satisfactorily in reviewing the Job Plan and setting personal objectives; • met the personal objectives in the Job Plan, or where this is not achieved for reasons beyond the consultant's control, made every reasonable effort to do so; • worked towards any changes identified in the last Job Plan review as being necessary to support achievement of the employing organisation's objectives; • taken up any offer to undertake additional Programmed Activities that the employing organisation has made to the consultant in accordance with Schedule 6 of these 2003 TCS for Consultants • met the standards of conduct governing the relationship between private practice and NHS commitments set out in Schedule 9. <p>2. The Chief Executive, informed by the Medical Director's recommendation, will subsequently decide each year whether the consultant has met the criteria.</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>3. Where one or more of the criteria are not achieved in any year, the Chief Executive will have the discretion to decide where appropriate, for instance because of personal illness, that the consultant should nonetheless be regarded as having met the criteria for that year.</p> <p>4. Consultants should not be penalised if objectives have not been met for reasons beyond their control. Employers and consultants will be expected to identify problems (affecting the likelihood of meeting objectives) as they emerge, rather than wait until the job plan review.</p> <p>5. It will be the norm for consultants to achieve pay progression. Pay progression may only be deferred where the consultant has not met the specified criteria at paragraph 1 of this Schedule. Employing organisations cannot introduce any new criteria. For instance, pay progression cannot be withheld or delayed on the grounds of the employing organisation's financial position. Nor would it be acceptable for NHS organisations to use any system of quotas for pay progression.</p> <p>6. A consultant has the right of appeal against a decision by the Chief Executive that he or she has not met the criteria in respect of any given year. In the event of an appeal, it will be the responsibility of the employing organisation to show why this decision was taken. The appeal process is at Schedule 4 of the 2003 TCS for Consultants.</p> <p>Process for award of pay thresholds</p> <p>7. When a consultant becomes eligible for a pay threshold by virtue of fulfilling the required number of years' service in Schedule 13 or Schedule</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>14 of the 2003 TCS for Consultants, he or she will receive that pay threshold provided that the Chief Executive agrees that they have met the criteria above in each year since the award of the previous threshold or, in the case of a consultant's first pay threshold, since the commencement of a contract subject to these terms and conditions.</p> <p>8. Where the Chief Executive has decided in any one year that a consultant has not met the necessary criteria, the employing organisation will defer the award of the appropriate pay threshold for one year beyond the date on which they would otherwise have received the threshold. Provided the Chief Executive decides that a consultant has met the criteria in the intervening year, he or she will receive that pay threshold from the start of the following year.</p>		
64	Pages 28-31 Appendix 4	<p>Insert</p> <p>Appendix 4 – Schedule 16 of the 2003 TCS for Consultants – England (2003)</p> <p>Pay supplements³²</p> <p><i>On-call availability supplement</i></p> <p>1. If a consultant is required to participate in an on-call rota, he or she shall be paid a supplement in addition to basic salary, in recognition of his or her availability to work during on-call periods. The availability supplement will be paid at the appropriate rate set out in Table 1 below.</p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>2. The level of supplement will depend on both</p> <ul style="list-style-type: none"> • the contribution of the consultant to the on-call rota and • the category of the consultant's on-call duties. <p><u>Contribution to the rota</u></p> <p>3. Full-time consultants shall receive the availability supplement as specified in Table 1 below. Part-time consultants, whose contribution when on-call is the same as that of full-time consultants on the same rota, shall receive the appropriate percentage of the equivalent full-time salary. The contribution of any consultant to the rota will be determined without regard to any alternative arrangements that the consultant may make with colleagues to provide on-call cover.</p> <p><u>Category of on-call duties</u></p> <p>4. The employing organisation will determine the category of the consultant's on-call duties for these purposes by making a prospective assessment of the typical nature of the response that the consultant is likely to have to undertake when called during an on-call period. This assessment will take into account the nature of the calls that the consultant typically receives whilst on-call. The two categories are:</p> <ul style="list-style-type: none"> • <u>Category A</u>: this applies where the consultant is typically required to return immediately to site when called or has to undertake interventions with a similar level of complexity to those that would normally be carried out on site, such as telemedicine or complex telephone consultations; 		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<ul style="list-style-type: none"> • <u>Category B</u>: this applies where the consultant can typically respond by giving telephone advice and/or by returning to work later. <p>5. Where there is a change to the consultant's contribution to the rota or the categorisation of the consultant's on-call duties, the level of the availability supplement will be amended on a prospective basis. Where this results in a reduction in the level of availability supplement, there will be no protection arrangements in relation to previous entitlements. The consultant is entitled to challenge any changes to the assessment of on-call duties through the Job Planning process.</p> <p>6. The availability supplement does not alter the amount of basic salary for any other purpose or calculation.</p> <p>7. Basic salary, for these purposes, will include pay thresholds. It will exclude any Clinical Excellence Awards, Discretionary Points, Distinction Awards, London Weighting Allowance, on-call availability supplement, recruitment or retention premium, and any other fees, allowances or supplements.</p>		

Table 1

On-call availability supplement

Frequency of rota commitment	Value of availability supplement as a percentage of full-time basic salary	
	Category A	Category B
High frequency: 1 in 1 to 1 in 4	8.0%	3.0%
Medium frequency: 1 in 5 to 1 in 8	5.0%	2.0%
Low frequency: 1 in 9 or less frequent	3.0%	1.0%

8. Unallocated.⁴⁴

London Weighting Allowance

9. Consultants whose place of work (i.e. where his or her principal duties lie) is within the boundaries of the former health authorities designated by paragraph 5, or in one of the units designated by paragraph 10, of section 56 of the General Council Conditions of Service (or subsequent replacement) shall be paid London Weighting at the rate specified from time to time in Pay Circulars advising national rates of pay.⁴⁵

10. Consultants whose place of work (i.e. where his or her principal duties lie) is within the boundaries of the former health authorities designated by paragraph 12 of section 56 of the General Council Conditions of Service

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>(or subsequent replacement) shall be paid London Weighting at the rate for the 'Fringe Zone' specified from time to time in Pay Circulars advising national rates of pay, unless he or she is employed at a unit described in paragraph 9 above.⁴⁶</p> <p>11. A reduced rate of London Weighting is payable to resident staff who receive free accommodation.⁴⁷</p> <p>12. Part time consultants shall receive the appropriate proportion of London Weighting.</p> <p><i>Recruitment and retention premia</i></p> <p>13. An employing organisation may under certain circumstances decide to award a recruitment or a retention premium in addition to basic salary. This may be paid either as a single sum, or on recurrent basis but for a time-limited period. If the latter, the period in question will not typically last for more than four years.</p> <p>14. Employing organisations will determine the value of any such premium and may adjust its value from time to time to take account of changing circumstances. The value of the premium will not typically exceed 30 per cent of the normal starting salary for a consultant post.</p> <p>15. Before making such an award, employing organisations will:</p> <ul style="list-style-type: none"> • set out evidence of difficulties in recruiting and retaining consultants in the particular specialty, or post in question; 		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<ul style="list-style-type: none"> • set out evidence that they have adequately considered and tried non-pay solutions to such difficulties; • consult with other NHS employing organisations and other appropriate bodies such as the Strategic Health Authority for the area in question. <p><i>Other payments and allowances</i></p> <p>16. A consultant may be entitled to certain other payments and allowances at the discretion of the employing organisation.⁴⁸</p> <p><i>Directors of Public Health</i></p> <p>17. Directors of Public Health will be entitled to supplements in addition to basic salary (in line with the provisions in Schedule 13 or Schedule 14) within the range as specified from time to time in Pay Circulars advising national rates of pay. These supplements will depend on the band within which their post falls and the weight of the post as assessed by their employing organisation. Band A applies to regional posts, irrespective of population. The definition of the relevant bands is set out below:</p> <p>Band A: Director of Public Health – Regional Posts Band B: Director of Public Health – population over 450,000 Band C: Director of Public Health – population 250,000 - 449,999 Band D: Director of Public Health – population 50,000 - 249,999⁴⁹</p> <p>18. Supplements shall be an element of remuneration and shall be pensionable.⁵⁰</p>		

	Paragraph /Page no.	Amendment	Date amended	Circular number
		<p>19. Population shall be reviewed annually at 1 April. The relevant population for this purpose shall be the Registrar General's estimate of the home population for the employing organisation at the previous 30 June.</p> <p>20. If the home population for the employing organisation increases to a higher population band for one year only, this shall have no effect on the minimum supplement. If the rise to a higher population band is confirmed by the next year's estimate, a review of the supplement payable should be completed within six months. Payment of any increased supplement following such a review shall be made with retrospective effect from 1 April of the previous year.</p> <p>21. If the home population for the employing organisation falls to a lower population band for one year only, this shall have no effect on the minimum supplement. If the fall in population is confirmed by the next year's estimate, a review of the supplement payable should be completed within six months. Where this would result in a reduction in the value of the supplement, a Director of Public Health shall retain the cash value of his or her existing supplement for so long as that remains more favourable.⁵¹</p>		
65	Page 31 Appendix 5	<p>Insert</p> <p>Appendix 5 - Rates of Basic Pay</p> <p><i>[note: Employing organisations to attach the relevant rates of pay in the latest pay circular]</i></p>	8 October 2020	

	Paragraph /Page no.	Amendment	Date amended	Circular number
66	Pages 95 -102 Updated Schedule 30, Page 99, Paragraph 17	Correction Existing LCEA will be retained for existing LCEA award holders and these awards shall remain pensionable and consolidated but subject to the review process set out in <i>paragraph 18. [previously paragraph 17]</i>	14 September 2021	
67	Pages 95-102 Updated Schedule 30, Page 99 Paragraph 16 Page 105 Paragraph 25	Formatting correction iv. future LCEA. <i>[indented as bullet point]</i> Correction i. if their existing NCEA is due for renewal and their application has been unsuccessful, the consultant will revert to a local CEA in line with a reversion process equivalent to that outlined in <i>10(ii) [previously 9(ii)]</i>	4 March 2022	

Pay and Negotiations Team

*NHS Employers
March 2022*