

22 May 2024

Pay and Conditions Circular (M&D) 2-2024

Amendments to schedules 13, 14 and 29 of the Terms and Conditions – Consultants (England) 2003 and Model Contract

To: all employers in the NHS in England

Summary

This circular notifies employers in the NHS in England of changes to schedules 13, 14 and 29 of the Terms and Conditions – Consultants (England) 2003 and Model Contract:

Schedule 13 Basic salary and payment for additional programmed activities for consultants appointed before 31 October 2003

Schedule 14 Basic salary and payment for additional programmed activities for consultants appointed after 31 October 2003

Schedule 29 Balancing Work and Personal Life

Model Contract for Consultants in NHS Organisations

Agreement

1. The British Medical Association (BMA), The Hospital Consultants and Specialists Association (HCSA), The Department of Health and Social Care (DHSC) and NHS Employers have approved amendments to the Terms and Conditions of Service and Model Contract as detailed below.

2. The changes made to the Terms and Conditions of Service and Model Contract are detailed in the latest version of the Record of Amendments which is available on the [NHS Employers website](#).

Provisions that have been changed

3. Schedule 13 Basic salary and payment for additional programmed activities for consultants appointed before 31 October 2003. Removal of Table 1: Pay progression for consultants appointed before 31 October 2003. Pay Circular (MD) 1-2024 includes a table to show pay points for consultants transferring/transferred from the pre-2003 consultant contract to the 2003 consultant contract.

4. Schedule 14 Basic salary and payment for additional programmed activities for consultants appointed after 31 October 2003. Amendments to Table 1: Pay progression for consultants appointed on or after 31 October 2003 to align with the new pay scale structure as published in the Pay Circular (MD) 1-2024

5. Schedule 29 Balancing Work and Personal Life has been updated to include shared parental leave as detailed in the [government offer document](#).

6. Model Contract for Consultants in NHS Organisations to include a reference to shared parental leave and changes to Schedules 13 and 14.

Action

7. Employers are requested to make use of the new Terms and Conditions – Consultants (England) 2003 and Model Contract from 22 May 2024.

8. Copies of the amended Terms and Conditions – Consultants (England) 2003 and Model Contract can be downloaded from the NHS Employers website at the following web address: <http://www.nhsemployers.org>

9. NHS employing organisations need to take all reasonable steps to ensure that the effects of nationally negotiated collective agreements are incorporated into individual contracts of employment. It is good practice that where there is a change to national TCS employers should:

- a. write to individuals in order to notify them of the revisions to their TCS;
- b. place a copy of the notification on each individual's HR record.

10. Employers are not required to reissue an amended contract to those individuals who have transferred, or been appointed to their contract prior to [date of pay circular], providing they have written to the individual as set out above. However, employers are asked to make use of the amended contract document for all appointments from the date of publication of the Pay Circular. Employers are also asked to use the amended contract when an individual undergoes a change of contractual terms i.e. moves to or from a part-time contract.]

Enquiries

11. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.

12. Employers should direct enquiries to: doctorsanddentists@nhsemployers.org.

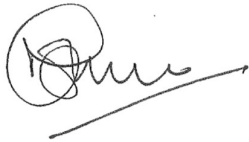
13. Copies of this circular, and other medical and dental pay circulars from 2005 onwards, can be downloaded from: www.nhsemployers.org.

14. 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:

<http://www.webarchive.org.uk/wayback/archive/20060506120000/http://www.dh.gov.uk/PublicationsAndStatistics/LettersAndCirculars/AdvancedLetters/fs/en.html>

15. For Advance Letters prior to 2000, please contact the Department of Health and Social Care: dhsc.publicenquiries@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 Employer