

12 May 2025

# Pay and Conditions Circular (M&D) 1/2025

Amendments to Schedule 15 Pay thresholds and Schedule 30 Clinical Excellence Awards  
Terms and Conditions - Consultants (2003)  
Consultant Model Contract

To: all employers in the NHS in England

## Summary

This circular notifies employers in the NHS in England of changes to:

Terms and Conditions – Consultants (England) 2003

- Schedule 15 - Pay thresholds
- Schedule 30 - Clinical Excellence Awards

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, as detailed below.

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

## Provision that has been changed

3. Schedule 15 outlines the pay progression system for employers, detailing the criteria and process for authorising progression through pay points. The updated Terms and Conditions were published on 15 August 2024 and stated that the provisions detailed in Schedule 15 apply to consultants with pay progression dates from 1st April 2025. Annex C detailed the arrangements that continued to apply to consultants with a pay progression date up to 31st March 2025. The updated Terms and Conditions published today include the removal of Annex C.

4. Section 1 of Schedule 30 has been amended to reflect the end of the entitlement to access an annual Local Clinical Excellence Award round, effective 1 April 2024. The remainder of the content of Schedule 30 has not been reviewed.

5. Consolidated LCEAs awarded prior to 2018 will be retained, and these awards shall remain pensionable and consolidated. The value of these awards was frozen and can be found on our [web page](#). From 1 April 2024, the review process detailed in Schedule 30, paragraph 12, ceased as per the consultant pay deal.

6. The model contract includes Schedule 15 in Appendix 3, which has been updated to reflect the new arrangements effective 1 April 2025. It has also been updated to align with Schedule 30, which removed access to new award rounds from 1 April 2024.

## Action

6. Employers are requested to make use of the new Terms and Conditions – Consultants (England) 2003 and model contract from 12 May 2025.

7. 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>

8. 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.

9. Employers are not required to reissue an amended contract to those individuals who have transferred, or been appointed to their contract prior to 12 May 2025, 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

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

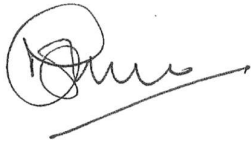
11. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).

12. Copies of this circular, and other medical and dental pay circulars from 2005 onwards, can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).

13. 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>

14. For Advance Letters prior to 2000, please contact the Department of Health and Social Care: [dhsc.publicenquiries@dhsc.gov.uk](mailto: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 Employers