

19 September 2025

Pay and Conditions Circular (M&D) 3/2025

Amendments to the Terms and Conditions of Service for Doctors and Dentists in Training (England) 2016 relating to Section 15 transitional pay protection and Schedule 2 flexible pay premia

To: all employers in the NHS in England

Summary

This circular notifies employers in the NHS in England of changes to the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016, to extend and amend the Schedule 15 transitional pay protection provisions, and to clarify the application of pay awards to flexible pay premia. Employers are asked to action the Schedule 15 pay protection changes as soon as possible.

Agreement

1. The Department of Health and Social Care has agreed an extension to the final expiry date of the Schedule 15 provisions on transitional pay protection. The BMA and NHS Employers have approved amendments to the 2016 TCS and to the model contracts as detailed below.
2. The updated Terms and Conditions of Service with the revisions to Schedule 15 has been published as Version 12, and is available along with the Record of Amendments on the [NHS Employers website](#).

Transitional pay protection

3. The provisions of Schedule 15 have been amended as set out in Annex A. The following changes should be particularly noted:
 - The final expiry date of the transitional pay protection provisions has been extended to 23:59pm on 4 August 2026.
 - Section 2 pay protection has been amended with effect from 6 August 2025 onwards, so that instead of applying automatically to all eligible doctors, it will apply only where protected pay under Schedule 15 Section 2 is higher than total pay under the standard provisions of Schedule 2.
 - Consistent with the provisions on Section 1 protection, doctors eligible for Section 2 pay protection will be entitled to reassessment of transitional pay protection if they move to a new post or placement.

- Additional guidance and tools to support employers with implementing these changes with retrospective effect from 6 August 2025 are available at www.nhsemployers.org.

4. The model contracts for lead employer and non-lead employer arrangements have been updated to reflect the new Schedule 15 provisions in the TCS.

Flexible pay premia

5. Paragraphs 24-48 of Schedule 2 have been updated to clarify the application of pay awards to flexible pay premia.

Minor amendments

5. There have been also been a number of minor amendments made to the TCS to update hyperlink, amend paragraph numbering and ensure consistency of style and language.

Action

6. Employers are asked to make use of the amended TCS and model contracts for all appointments from the date of publication of the Pay Circular, and to apply the revised provisions of Schedule 15 with effect from 6th August 2025.

Employers are also asked to use the amended contracts when a doctor undergoes a change of contractual terms e.g. moves to or from a part-time contract.

7. Copies of the revised model contracts 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 19th September 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

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

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

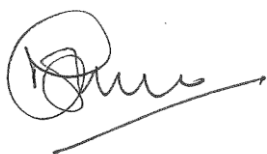
9. Copies of this circular, and other medical and dental pay circulars from 2005 onwards, can be downloaded from: www.nhsemployers.org.

10. 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>

11. 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 line extending from the end of the signature.

Paul Wallace
Director of Employment Relations and Reward
NHS Employers