

02 June 2026

# Pay and Conditions Circular (M&D) 2/2026

Amendments to the Terms and Conditions of Service for Doctors and Dentists in Training (England) 2016 relating to Schedule 12 Expenses and changes to mileage reimbursement arrangements

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 of the new mileage reimbursement arrangements, which came into effect on 1 June 2026.

## Agreement

1. The NHS Staff Council have announced the introduction of a new mechanism for calculating mileage reimbursement for eligible NHS staff who use their own cars for work. The new mechanism will replace the existing mechanism and will adjust with the fluctuations in the costs of motoring, not just fuel prices alone.
2. The updated Terms and Conditions of Service with the revisions to Schedule 12 has been published as Version 14 and is available along with the Record of Amendments on the [NHS Employers website](#).

## New mileage reimbursement arrangements

3. The provisions of Schedule 12, paragraphs 11, 13 and 14 have been amended as set out in Annex A. The following changes should be particularly noted:
  - The rates of reimbursement are no longer obtained using AA guides to motoring costs, instead rates are obtained by using the Approved Mileage Allowance Payment Rates (AMAP) and applying the retrospective Consumer Price Index (CPI) rate for the “operation of personal transport equipment” in aggregate as an inflationary measure.
  - The NHS Staff Council will continue to review the standard rate of reimbursement in Section 17 of the *NHS Terms and Conditions of Service Handbook* column 2 in table 7 twice per year. Each year, the first review will take place in May using April’s ONS CPI operations of personal transport equipment data. The second review will be undertaken in October using September’s ONS CPI operation of personal transport equipment.
  - Additional guidance to support employers with these changes are available at [www.nhsemployers.org](http://www.nhsemployers.org).

## Action

6. Employers are asked to make use of the amended TCS and to apply the revised provisions of Schedule 12 with effect 1 June 2026.

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.

## 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](mailto: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](http://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](mailto:dhsc.publicenquiries@dhsc.gov.uk)

Issued by



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## Annex A

### Doctors and dentists in training terms and conditions (England) 2016

#### Schedule 12, Paragraphs 11-14

11. The rates of reimbursement, which can be found in Section 17 of the *NHS Terms and Conditions of Service Handbook*<sup>1</sup> at table 7, are obtained by using the Approved Mileage Allowance Payment Rates (AMAP) and applying the retrospective Consumer Price Index (CPI) rate for the “operation of personal transport equipment” in aggregate as an inflationary measure. A summary of motoring costs which are taken into account is contained in the *NHS Terms and Conditions of Service Handbook* at Annex 12.
12. The rate of reimbursement for motorcyclists can be found in Section 17 of the *NHS Terms and Conditions of Service Handbook* in column 4 of table 7, and the reserve rate in column 4 will move in line with the rate for car users in column 2 (see Annex 12 of the *NHS Terms and Conditions of Service Handbook*).

#### Review

13. The NHS Staff Council will continue to review the standard rate of reimbursement in Section 17 of the *NHS Terms and Conditions of Service Handbook* column 2 in table 7 twice per year. Each year, the first review will take place in May using April’s ONS CPI operations of personal transport equipment data. Any changes to the standard rate of reimbursement, the reserve rate and the rate for motorcycle users in table 7, resulting from this review, shall apply to all miles travelled from the next scheduled implementation date following the review.
14. The second review will be undertaken in October using September’s ONS CPI operation of personal transport equipment to ensure the rate in column 2 in table 7 (the standard rate) continues to reimburse doctors in line with motoring costs. Any changes to the standard rate of reimbursement, the reserve rate and the rate for motorcycle users in table 7, resulting from this review, will take effect from the next scheduled implementation point.

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<sup>1</sup> NHS Terms and Conditions of Service Handbook, available from: [www.nhsemployers.org](http://www.nhsemployers.org)