



Directors, Workforce & Organisational Development – NHS Health Boards/Trusts
Directors, Finance – NHS Health Boards/Trusts

Our Ref: M&D/Consultants and SAS (W) COVID 02/2020

20 April 2020

Dear Colleague

This letter informs you of the temporary changes we have agreed in social partnership with NHS Wales Employers and BMA Cymru Wales during the COVID 19 Pandemic in NHS Wales to recognise the commitment of our Consultants', Specialty Doctor and Associated Specialists'.

Please see below the two statements for your noting and action, please note that the statement for SAS doctors can be back dated to 1st April 2020.

Yours sincerely

A handwritten signature in blue ink that reads "Helen Arthur".

Helen Arthur

Interim Director of Workforce and Corporate Business
Cyfarwyddwr Dros Dro y Gweithlu a Busnes Corfforaethol

Specialty Doctor and Associate Specialists Pay for out of hours work during Covid-19

Welsh Government, NHS Employers and BMA Cymru Wales would like to express their support and thanks to all Specialty doctors and Associate Specialists during this Covid-19 crisis who have demonstrated such commitment to the NHS. The past few weeks have already seen SAS doctors alongside other healthcare workers across the country demonstrating extraordinary levels of commitment and willingness to go above and beyond usual expectations.

In recognition of this, the enhanced rates paid (or recognised in a sessional time reduction) under Schedule 8 of the Specialty Doctor and Associate Specialist terms and conditions of service for out of hours work will be increased as follows: -

Monday – Friday 7.00pm – 7.00am: 1.5 x individual's standard hourly rate

Friday 7.00pm – Monday 7.00am: 2 x individual's standard hourly rate

Bank Holidays – 2 x individual's standard hourly rate

All other terms and conditions and service remain the same.

We are aware that SAS doctors in the NHS are used to taking responsibility for their patients and being flexible wherever possible to ensure that patient care is as good as it can be. During the Covid-19 crisis, demand on SAS doctors will increase as a result of an increased numbers of inpatients in hospital as well as colleagues being off sick or self-isolating. This may mean that work patterns, rotas, OOH work and SPA time might all have to change, temporarily. We urge that this is done collaboratively and in a spirit of partnership.

WG, NHS Employers and BMA Cymru Wales wish to make it clear that SAS cooperating to work in this way will be doing so on a temporary basis only without any variation to nationally agreed Terms and Conditions, which will continue to apply.

Such emergency arrangements should continue for no longer than is necessary to respond to the extraordinary clinical demands posed by the current crisis. We strongly recommend that formal local workforce agreements are entered into to confirm the terms of any such arrangements, specifying the anticipated length of the engagement (limited to the extraordinary clinical demands of coronavirus pandemic) and express confirmation of a doctor's right to return to their previously agreed Job Plans, which are to be held in abeyance for the duration of the emergency arrangement.

Advisory Notice Consultants Pay during Covid-19

Welsh Government, NHS Employers and BMA Cymru Wales would like to express their support and thanks to all consultants during this Covid-19 crisis. We are all aware that consultants are being asked at short notice to take on considerable extra or new clinical duties which are not in line with their Job Plans in order to support the effort to respond to the increased clinical demands of the coronavirus pandemic.

We are aware that senior clinicians in the NHS are used to taking responsibility for their patients and being flexible wherever possible to ensure that patient care is as good as it can be. During the Covid-19 crisis, demand on consultants will increase as a result of an increased numbers of inpatients in hospital as well as colleagues being off sick or self-isolating. This may mean that work patterns, rotas, OOH work and SPA time might all have to change, temporarily. We urge that this is done collaboratively and in a spirit of partnership.

WG, NHS Employers and BMA Cymru Wales wish to make it clear that consultants cooperating to work in this way will be doing so on a temporary basis only without any variation to the Amendment to the National Consultant Contract in Wales or nationally agreed Terms and Conditions, which will continue to apply.

Such emergency arrangements should continue for no longer than is necessary to respond to the extraordinary clinical demands posed by the current crisis. We strongly recommend that formal local workforce agreements are entered into to confirm the terms of any such arrangements, specifying the anticipated length of the engagement (limited to the extraordinary clinical demands of coronavirus pandemic) and express confirmation of a doctor's right to return to their previously agreed Job Plans, which are to be held in abeyance for the duration of the emergency arrangement.

During the Covid-19 crisis the following temporary pay arrangements are recommended: -

Consultants Pay Arrangements during Covid-19

If a consultant's current job plan / normal working arrangements change as a result of covid 19 and they are required to work a different pattern of hours to their current agreed job plan then all amended hours worked outside Monday- Friday 9am-5pm will be paid at the following rates-

Monday – Friday 5.00pm – 9.00am: 1.5 x individual's standard hourly rate (including commitment awards)

Friday 5.00pm – Monday 9.00am: 2 x individual's standard hourly rate (including commitment awards)

Bank Holidays – 2 x individual's standard hourly rate (including commitment awards)

If a Part Time Consultant is asked and agrees to increase their normal hours of work, they will be paid for the additional hours worked during period Monday – Friday 9.00am – 5.00pm at their standard normal hourly rate. At all other times hours worked will be paid as set out above.

This Advisory Notice is intended to assist employers and consultants in discussions for the period from 1st April 2020 to 30th June 2020 and will be reviewed on 1st June 2020 to determine whether an extension is required.

This temporary Advisory Notice does not represent any change to the current consultant contract in Wales and / or the medical and dental terms and conditions of service In Wales for consultants. Any agreements made prior to this Advisory notice will still stand and can only be varied by both parties through agreement.