



Part of the NHS Confederation

# SAS contract reform **2021**





## The case for change

- Doctors' and Dentists' Pay Review Body (DDRB) recommended that a review of role, career structure, salary structure and developmental support available to SAS doctors was urgently needed.
- Continued challenges with recruitment and retention of SAS doctors with career progression, pay and career development cited as the most common reasons for SAS doctors leaving their post.
- Increasing numbers of trust associate specialist posts created across the NHS with inconsistency in their application.

SAS contract  
reform **2021**



## Agreement reached

- For SAS doctors in England, Wales and Northern Ireland (This webinar covers England only)
- Three-year deal - fully funded
- Reformed Specialty Doctor contract with new pay structure and progression system (2008 Speciality Doctor contract will close to new entrants)
- Introduction of a new Specialist grade that will extend career progression for Specialty Doctors
- Modernisation of terms and conditions (TCS) to support patient care and doctors' health and wellbeing

**SAS doctors on national TCS will be given the option to move to the new contracts or retain their existing TCS.**

SAS contract  
reform **2021**



## New Specialist grade

- Available for use from 1 April 2021.
- Only doctors on national terms and conditions in the closed 2008 (and pre-2008) associate specialist grade will be given the opportunity to move to this new contract.
- Creation of these roles will be driven by local employer need and will be advertised through local recruitment processes. It is **NOT** a regrading process for existing Specialty Doctors.
- New entry criteria has been developed. Doctors must evidence that they meet this criteria in order to be appointed into the grade.

SAS contract  
reform **2021**



## **New Specialist grade**

A Specialist will:

- Work independently to a level of defined competencies set out by mutual agreement within local clinical governance frameworks.
- Primarily focus on providing direct clinical care and meeting service delivery and improvement requirements. However, the role will be supported by the availability of suitable development opportunities (such as management, additional responsibilities, academia and research) for both service need and for the individual doctors.



## **New Specialist grade**

### **Why should employers create these roles?**

- They will allow for increased numbers of expert decision makers to improve patient flow and experience and potentially free up capacity for Consultants to deliver a wider range of duties (or focus on a specific part of their work).
- Bring greater diversity, productivity and skill mix to the multidisciplinary team and support increased flexibility in workforce planning.
- Support recruitment and retention. By establishing these posts employers can attract doctors to apply or retain current Specialty Doctors by providing an opportunity for progression.

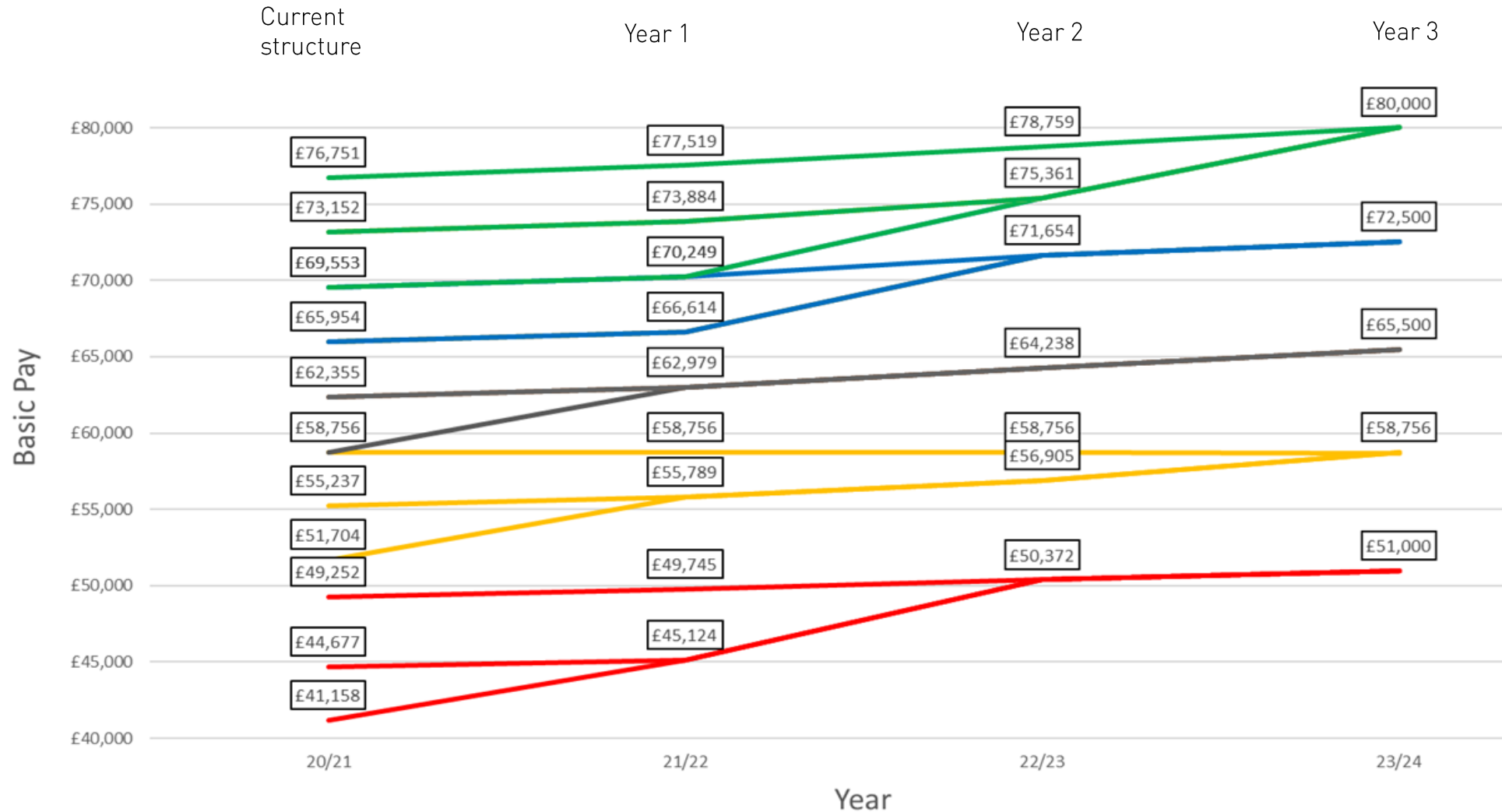
# SAS contract reform 2021

## New Specialist grade pay scale

Pay Point	Years of experience	21/22	22/23	23/24
1	0	£79,894	£80,693	£81,500
	1	£79,894	£80,693	£81,500
	2	£79,894	£80,693	£81,500
2	3	£85,286	£86,139	£87,000
	4	£85,286	£86,139	£87,000
	5	£85,286	£86,139	£87,000
3 - Top	6	£90,677	£91,584	£92,500

# SAS contract reform 2021

## Specialty Doctor pay





# SAS contract reform 2021



## Specialty Doctor pay

	Year 1	Year 2	Year 3	
Years of experience	2021/22	2022/23	2023/24	New pay point structure in 23/24
0	£45,124	£50,373	£51,000	1
1	£45,124	£50,373	£51,000	
2	£49,745	£50,373	£51,000	
3	£55,790	£56,906	£58,756	2
4	£55,790	£56,906	£58,756	
5	£58,756	£58,756	£58,756	
6	£62,978	£64,237	£65,500	3
7	£62,978	£64,237	£65,500	
8	£62,978	£64,237	£65,500	
9	£66,614	£71,654	£72,500	4
10	£66,614	£71,654	£72,500	
11	£70,249	£71,654	£72,500	
12	£70,249	£75,361	£80,000	5 - Top
13	£70,249	£75,361	£80,000	
14	£73,883	£75,361	£80,000	
15	£73,883	£75,361	£80,000	
16	£73,883	£75,361	£80,000	
17	£77,519	£78,759	£80,000	

Years' experience	Minimum years to reach top of the pay scale	
	Current system	New system
0	17 years	12 years
1	16 years	11 years
2	15 years	10 years
3	14 years	9 years
4	13 years	8 years
5	12 years	7 years
6	11 years	6 years
7	10 years	5 years
8	9 years	4 years
9	8 years	3 years
10	7 years	2 years
11	6 years	1 year
12	5 years	N/A
13	4 years	N/A
14	3 years	N/A
15	2 years	N/A
16	1 year	N/A

SAS contract  
reform **2021**



## **Pay progression – both grades**

- Occurs at a minimum of every three years.
- Remove the automaticity of pay progression.
- Introduce a simple progression process between SAS doctors and their clinical manager and ensure that pay progression is achieved where clinical managers are satisfied that the doctor has met the required standards.

The new pay progression process which removes the automaticity of progression will not come into effect until 1 April 2023.

## Pay progression

### Specialty Doctor

#### Standard pay progression criteria to pass the gateway:

- participated satisfactorily in the job planning process on a yearly basis, including:
- participated satisfactorily in the medical appraisal process on a yearly basis
- demonstrated yearly completion of the employing organisations mandatory training, or where this is not achieved for reasons beyond the doctors' control, made every reasonable effort to do so
- no live disciplinary sanction on the doctors' record.

Progression through the higher threshold between pay point 3 and 4. (Same criteria as current threshold 2)

### Specialist

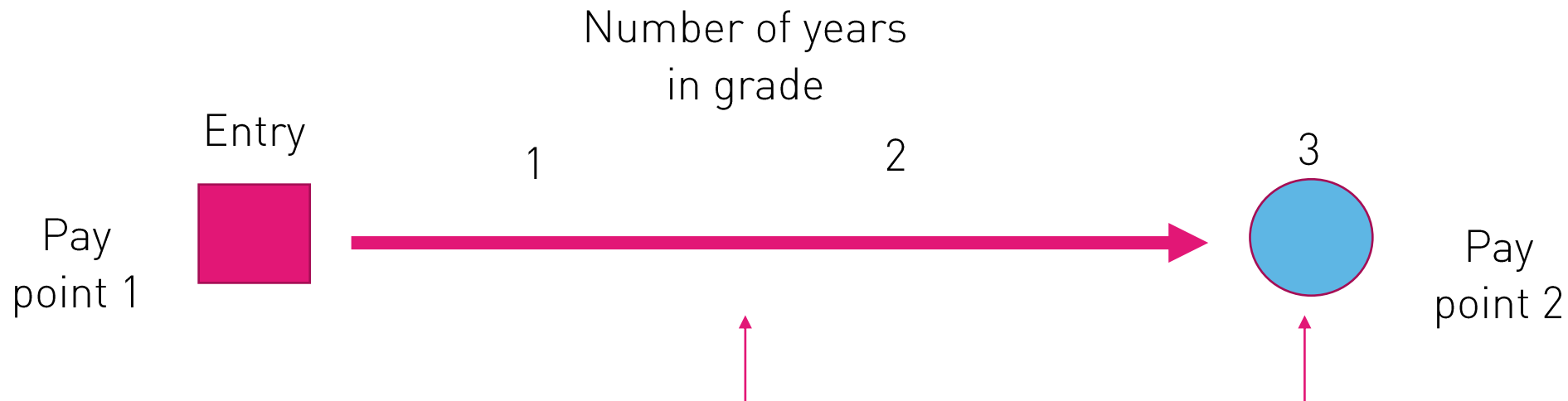
#### Standard pay progression criteria to pass the gateway:

As for the Specialty Doctor, but in addition:

- undertaken anonymous colleague and patient multi-source feedback (MSF) exercises since appointment/ last progression and demonstrate learning from the results.
- performed a full audit cycle into a chosen aspect of their personal clinical practice and demonstrated any learning identified is being addressed. The audit will be chosen by the doctor and must be agreed with the clinical director as part of the job planning process
- demonstrated ability to deliver learning to others by completion of either clinical or educational supervisor training and/or delivery of a minimum of one educational lecture/workshop relevant to area of practice to clinicians.

# SAS contract reform 2021

## Pay progression



Ongoing regular appraisals and job planning during this period

- Clinical managers will receive notification before a doctor's next pay progression point date.
- Clinical manager and doctors review whether the requirements for progression have been met.
- A locally determined simple form, template or checklist should be used to support this process, which should be signed by the clinical manager and the doctor.
- This will then be used as the basis for confirmation of movement to the next pay point and payroll will action that movement.



## Key TCS changes – both grades

### Out of Hours

Any time that falls outside of the period 07:00 to 21:00 Monday to Friday and any time on a Saturday or Sunday, or public holiday.

### On-call availability supplement

Introduction of Category A and Category B arrangements to bring in line with consultants.

Frequency	Value of availability supplement as a percentage of basic salary	
	Category A	Category B
more frequent than or equal to 1 in 4	8%	3%
less frequent than 1 in 4 or equal to 1 in 8	5%	2%
less frequent than 1 in 8	3%	1%

## Key TCS changes

### Safeguards

Introduction of safeguards into the job planning schedule that allow work patterns to balance flexibility and support the health and wellbeing of SAS doctors, including but not limited to:

- Working in OOH
- Weekend frequency
- Maximum number of consecutive shifts

### Annual leave

An additional day of annual leave agreed for SAS doctors after seven years in the grade to bring them in line with the majority of NHS staff.

### Temporary schedules

Removal of the temporary schedules and references to the General Whitley Council, now aligning to the core common terms of the NHS Staff Handbook, including enhanced shared parental leave and redundancy which will now be managed through the NHS Staff Council.



## Key TCS changes

### Spare professional capacity

Removal of the penalty for doctors not offering an additional PA to their employer. Replaced with a provision that if a doctor intends to undertake remunerated clinical work as a locum, the doctor is strongly encouraged to initially offer such additional hours of work to the service of the NHS via an NHS staff bank of their choosing.

### Development fund

Funding will be made available to employers to invest in the development of specialty doctors and specialists during year one and three of the deal.

### SPA time

The minimum of 1 PA of SPA time already in the contract is to be used for job planning, appraisal and revalidation purposes.

SAS contract  
reform 2021



## SAS advocate role

### **NON – CONTRACTUAL**

Whilst processes are already in place to support SAS doctors, SAS doctors continue to report experiences of bullying and harassment and difficulties with receiving adequate support for their health and wellbeing.

The SAS advocate is a new role that employers will be encouraged to create but does not form part of the contractual terms and conditions. The purpose of the role is to promote and improve the support for SAS doctors' health and wellbeing. Further detail on the role's responsibilities to be set out in jointly agreed guidance.



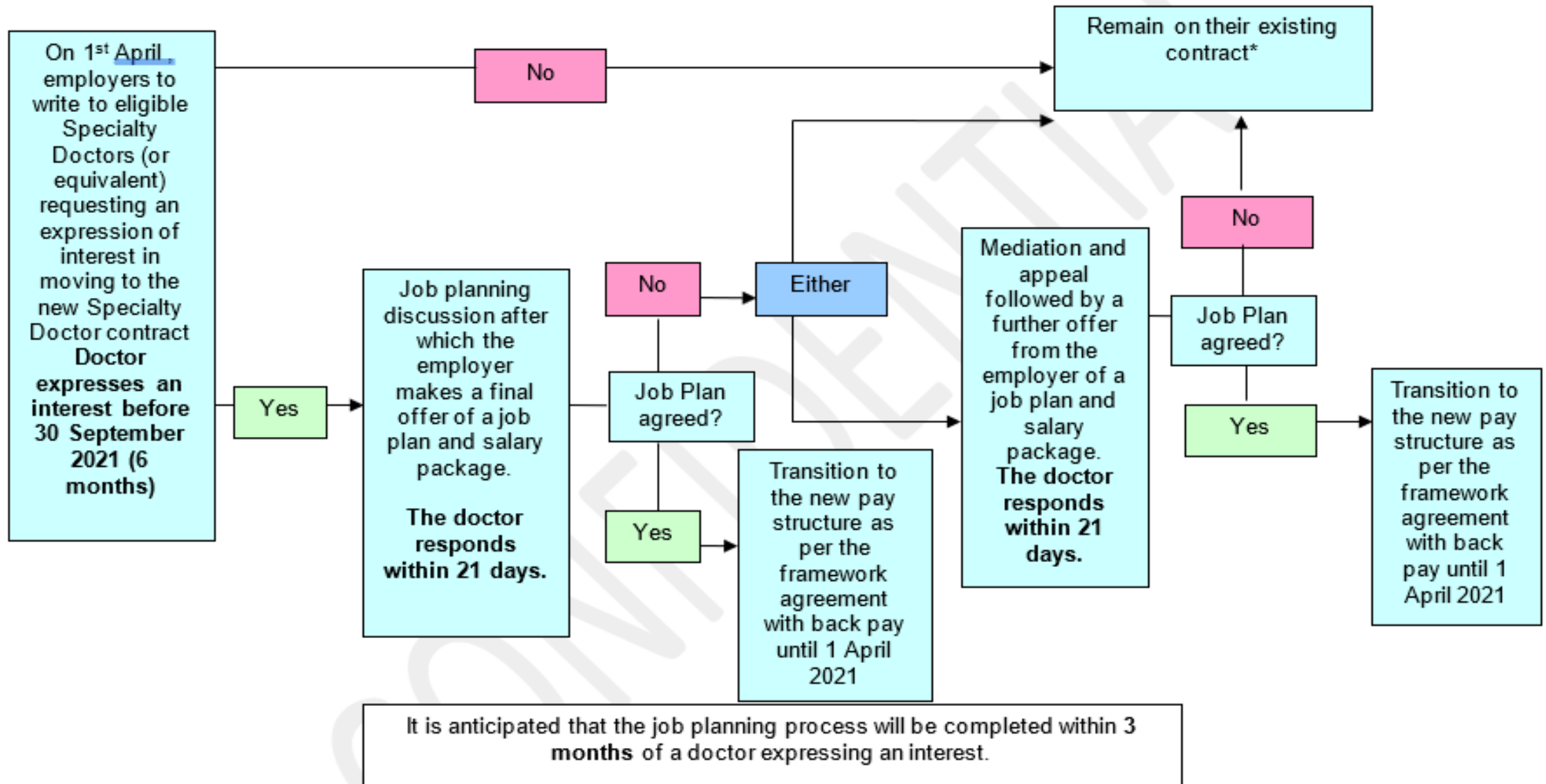


## Transitional arrangements

SAS doctors on **National TCS** will be given the opportunity to remain on their current terms and conditions or move to the new contracts.

- Doctors on the 2008 Specialty Doctor grade (or equivalent closed SAS grades) may transfer to the 2021 Specialty Doctor contract.
- Doctors on the 2008 Associate Specialist and pre-2008 Associate Specialist grades may transfer to the Specialist grade contract, subject to meeting the entry criteria.

Transitional arrangements are **not applicable** to doctors on local terms and conditions.



\*SAS doctor remains on existing job plan cycle



# Transitional arrangements

## Salary on transfer

- The doctor will move to the appropriate pay point as set out in Annex A of the framework agreement as of their pay on 31 March 2021. The doctor will be entitled to an amount of pay equivalent to the arrears of pay they would have been entitled to receive had they moved to the contract on 1 April 2021.
- Associate Specialists moving to the Specialist grade, who have a higher salary than the top of the pay scale, will be pay protected on a marked time basis as of their salary on 31 March 2020. This will last until their salary on the new pay scale overtakes it.
- Individual pay journeys can be found in Annex A of the Framework agreement. Doctors move to on the new pay scale will depend on their pay as of 31 March 2021.

# SAS contract reform 2021



## Implementation timeline

Date	Activity
February 2021	<ul style="list-style-type: none"><li>- Framework agreement published.</li><li>- BMA roadshows and referendum</li><li>- Employer engagement activity on framework agreement</li><li>- Preparation work undertaken to support employers should an agreement be reached</li></ul>
March 2021	<ul style="list-style-type: none"><li>- BMA to confirm outcome of referendum</li><li>- If approved, agreement formally ratified by government</li><li>- Implementation guidance published</li></ul>
1 April 2021	<ul style="list-style-type: none"><li>- New SAS contracts go live</li><li>- All new SAS doctors and new appointments to use the 2021 contracts</li></ul>
April 2021 – October 2021	<ul style="list-style-type: none"><li>- Choice exercise for existing SAS doctors</li><li>- Employers to transition doctors to the new contract</li></ul>
31 December 2021	The final date in which all doctors who expressed an interest should have moved to the new 2021 contracts.
1 April 2023	<ul style="list-style-type: none"><li>- New pay progression system introduced.</li></ul>



## Guidance from NHS Employers

- Terms and conditions of service
- Pay and Conditions Circular
- Model contracts
- FAQs
- Employer checklist
- Implementation guidance
- Key changes at a glance
- Pay journey overview
- Choice exercise flow chart
- Model template for choice exercise
- Guidance on the Specialist grade (including appointment guidance)
- Guidance on the SAS development fund
- Guidance on the SAS advocate role
- Pay progression guidance
- Model template for pay progression meetings

# SAS contract reform 2021



## Next Steps for organisations

Date	Action
February 2021	Understand the changes to the TCS
February – March 2021	Prepare for the choice exercise <ul style="list-style-type: none"><li>• Identify eligible SAS doctors on national terms and conditions</li><li>• Prepare letters to a) confirm that the doctor is eligible to transfer to these terms and conditions of service and b) invite an expression of interest;</li><li>• Ensure clinical managers are supported for job plan discussions.</li></ul>
March 2021	Prepare communications – Inform your board and staff of the new contractual changes
April 2021	Prepare for backpay calculations for doctors moving to the new contract including basic pay, OOH changes and on-call availability supplements.
April 2021 onwards	Look at how your organisation could utilise and benefit from the new specialist grade. Prepare for any recruitment into the new post, using the guidance developed.

SAS contract  
reform **2021**



Part of the NHS **Confederation**

# Questions?

Contact us: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org)

Website: [www.nhsemployers.org](http://www.nhsemployers.org)