

Key changes at a glance

Highlights of the deal

- Reformed Specialty Doctor contract which will transition from 11 pay points to a new 5-point pay scale over a three-year period, starting on 1 April 2021.
- Introduction of a new Specialist grade to extend potential career progression for Specialty Doctors.
- Choice for individual SAS doctors on national terms and conditions (TCS) to move to the new contracts or stay on their existing TCS.

Pay & pay progression

- Higher starting salary for the Specialty Doctor pay scale.
- A new Specialist grade with a 3-point pay scale, extending potential earnings for Specialty Doctors who apply for and are appointed to this grade.
- Quicker progression to the top of the pay scale.
- Progression occurs at a minimum of every three years, dependent on meeting set criteria.
- Introduction of a simple but robust pay progression process to ensure that pay progression is achieved where clinical managers are satisfied that the doctor has met the required standards.

Key terms and conditions changes

Out of hours (OOH)	Defined as any time that falls outside of the period 7am to 9pm Monday to Friday and any time on a Saturday or Sunday, or public holiday.
On-call	Introduction of Category A and Category B on-call availability supplement.
Safeguards	Introduction of safeguards that allow work patterns to balance flexibility and support the health and wellbeing of SAS doctors: <ul style="list-style-type: none"> • No more than 40% working time in OOH • Maximum of 13 weekends a year • Maximum of four consecutive nights or long-day shifts.
Annual leave	Formalise the current position within the new terms and conditions: <ul style="list-style-type: none"> • doctors first entering the SAS grade will be entitled each year to five weeks plus three days annual leave plus eight public holidays. • doctors who have completed a minimum of two years' service in a SAS grade will be entitled each year to six weeks plus three days annual leave plus eight public holidays.
Temporary schedules	Removal of the temporary schedules and adoption of the common terms of the NHS Terms and Conditions of Service Handbook.
Spare professional capacity	A new provision to strongly encourage doctors to initially offer additional hours of work to the service of the NHS via an NHS staff bank of their choosing.

Good Practice Guide	1 SPA is designated in the contract for job planning and meeting requirements for appraisal and revalidation. The Wales Good Practice Guide will be updated to provide further clarity on the provision and agreement of additional SPA time.
Transitional arrangements	
<ul style="list-style-type: none"> • SAS doctors on national TCS will be given the opportunity to remain on their current TCS or move to the new contracts. • Transitional arrangements apply with effect from 1 April 2021. Eligible doctors will be entitled to express their interest to transfer during a six-month choice window until 30 September 2021. • Employer and SAS doctor will undergo a job plan review and if agreed will transition to the new contract. • 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 new 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 2021. • £340,000 for improving SAS doctors working lives will be invested during implementation. 	