



Chief Executives – NHS Health Boards/Trusts

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

Directors of Finance – NHS Health Boards/Trusts

Director of NHS Wales Employers

Our Ref: Pay Letter M&D(W) 01/2024

05 April 2024

Dear Colleague

### Summary:

This pay circular informs employers of amendments to the Terms & Conditions of Service for staff employed on the National Consultant Contract in Wales, effective from the 1st December 2023.

### Action:

Schedule no.	Amendment detail	Date amended
Lengthened Training	Where a consultant's training has been lengthened due to training less than full time or has undertaken dual qualification, the employing organisation will credit the consultant with additional seniority. The allocation of additional seniority will be in line with the pay threshold they would have attained had they trained full time or on a single qualification basis. For example, training extended by two years counts as the equivalent of two years' seniority as a consultant on first appointment as a consultant.	1st Dec 2023
COVID-19 disruption and additional training time	The above provision also applies to colleagues who have had additional training time due to COVID-19 disruption, such as an ARCP Outcome 10.2. The employing organisation will therefore allocate additional seniority in the same way for consultants who have had their training lengthened due to training less than full time or undertaking dual qualification.  Further information about COVID-19 disruption and the ARCP outcomes can be found <a href="#">Guidance-on-annual-review-of-competency-progression.pdf</a> (nhsemployers.org).	1st Dec 2023

For further information please visit: [NHS Wales Employers](#)

### Enquiries

1. **Employees** must direct personal enquiries to their employer.
2. **Employers** should direct enquiries to [NHS Wales Employers](#)
3. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely

**Emma Coles**

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Llywodraeth Cymru/Welsh Government**