



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) 05/2024

05 July 2024

Dear Colleague

Summary:

This pay circular informs employers of amendments to the Terms & Conditions of Service for doctors employed on the Specialty and Specialist 2021 Contracts in Wales, effective from the 28th June 2024.

Action:

The definition of Out of Hours (OOH) for the Specialty and Specialist Doctor 2021 Contracts is amended to 'any time that falls outside of the period 07:00 to 19:00 Monday to Friday and any time on a Saturday, or Sunday or public holiday'.

This letter also confirms there is an ongoing contractual right for Specialty Doctors on the 2008 contract to transfer to the 2021 Specialty Doctor contract. Doctors wishing to transfer will apply in writing to their employer, any increase in pay will be backdated to the date of written expression of interest. Further guidance on the transfer process for employers and employees will be developed by NHS Wales Employers.

Enquiries

1. **Employees** must direct personal enquiries to their employer through their local payroll or workforce teams, Welsh Government cannot advise on individuals' personal circumstances.
2. **Employers** should direct enquiries to HSSWorkforceOD@gov.wales
3. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely

Emma Coles

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