

# Pay and Conditions Circular (M&D) 3/2017

Errata to the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016, and changes to Schedule 14 Transitional Arrangements (temporary schedule)

## Summary

This circular informs employers of several minor changes to the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016, as well as a change to Schedule 14 Transitional Arrangements (temporary schedule) for some F2 doctors. The British Medical Association has approved these changes.

## Errata

1. A number of changes have been made to the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016, published as Version 3. These errata do not materially change the meaning of the TCS, and largely relate to incorrect paragraph references, grammatical errors, references to external documents, and issues related to formatting. The full extent of these changes are shown in the record of amendments available on the NHS Employers website.

## Cash floor

2. In addition to the errata changes to the TCS, there has also been a specific change made to Schedule 14 Transitional Arrangements (temporary schedule) relating to the cash floor for some F2 doctors transitioning in year who would have had a cash floor based on an unbanded or 1C value. These changes are detailed at Annex A of this circular.

## Action

3. Employers are requested to make use of these new TCS from the date of publication.
4. Employers will need to check the situation of F2 doctors who have previously transitioned from the 2002 TCS to the 2016 TCS, to see if any adjustments to their cash floor (if eligible) are required.
5. Copies of the amended TCS and the amended record of amendments log can be downloaded from the NHS Employers website at the following web address:  
<http://www.nhsemployers.org>.

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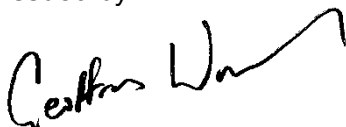
## Errata to the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016, and changes to Schedule 14 Transitional Arrangements (temporary schedule)

6. A High Court judgement in 2006 highlighted the need for NHS employing organisations to take all reasonable steps to ensure that the effects of nationally negotiated collective agreements are incorporated into individual contracts of employment. It is good practice that where there is a change to national TCS employers should:
  - a. write to individuals in order to notify them of the revisions to their TCS; and
  - b. place a copy of the notification on each individuals HR record.

### Enquiries

7. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
8. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).
9. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).
10. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances rested with the Department of Health. Changes were published in Advance Letters. Copies of Advance Letters going back to 2000 may be obtained from the national archives:  
<http://www.webarchive.org.uk/wayback/archive/20060506120000/http://www.dh.gov.uk/PublicationsAndStatistics/LettersAndCirculars/AdvancedLetters/fs/en.html>.
11. For Advance Letters prior to 2000, please contact the Ministerial Correspondence and Public Enquiries Unit, Department of Health:  
<http://www.info.doh.gov.uk/contactus.nsf/memo?openform>.

Issued by



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## Annex A

### **Amendments to Schedule 14 Transitional Arrangements (temporary schedule)**

Schedule 14, paragraph 11c has been replaced with:

- 11c. for doctors described in paragraphs 4 and 5 above transitioning directly from the Foundation 2 grade on the previous (2002) terms and conditions and starting in the Foundation 2 grade on the these 2016 terms and conditions on either 7 December 2016 or 5 April 2017, who would otherwise if not for this paragraph have a cash floor set using no banding supplement (0%) or a 1C banding supplement (20%), should have their cash floor calculated using a sum equivalent in value to 40% of basic pay, in lieu of a banding supplement, to take effect from 5 April 2017 only.

Schedule 14, paragraph 16c has been replaced with:

- 16c. for doctors described in paragraphs 4 and 5 above who would be transitioning directly from the Foundation 2 grade on the previous (2002) terms and conditions and would have started in the Foundation 2 grade on the these 2016 terms and conditions on either 7 December 2016 or 5 April 2017, who would otherwise if not for this paragraph have a cash floor set using no banding supplement (0%) or a 1C banding supplement (20%), should have their cash floor calculated using a sum equivalent in value to 40% of basic pay, in lieu of a banding supplement, to take effect from 5 April 2017 only.

Full amendments to the TCS are shown in the record of amendments, available on the [NHS Employers website](#).