

31 March 2008

# Pay Circular (M&D) 1/2008

## Pay and conditions for hospital medical and dental staff, doctors in public health medicine and the community health service

To: All NHS employers

### Summary

This pay circular informs NHS employers of the introduction of the Specialty Doctor grade and new contractual arrangements for the Associate Specialist (2008) grade.

### Agreement

- 1 Following the positive ballot of the Staff and Associate Specialist group of doctors the Staff and Associate Specialist Committee of the BMA and NHS Employers have agreed that the proposed new contractual arrangements for Specialty Doctors and Associate Specialists (2008) will become available from 1 April 2008.

### Action

#### New Contracts

- 2 The new contractual arrangements, pay scales and pay codes for the Specialty Doctor and Associate Specialist (2008) grades will come into effect from 1 April 2008. Amendments have been made to the Contract and Terms and Conditions of Service, for both the Specialty Doctor and Associate Specialist (2008) grades, previously published on the NHS Employers website under the heading contract proposals. These amendments cover a change to the wording in the pension schedules and also the removal of any superfluous information. Further information on the changes to the pension schedule can be found in Pay Circular (M&D) 2/2008.
- 3 The pay scales and locum rates for Specialty Doctors and Associate Specialists (2008) are set out in Annex A to this pay circular.

#### Closed Grades

- 4 The existing Associate Specialist, Staff Grade, Hospital Practitioner and Clinical Assistant (part time medical officer and part time general dental practitioner) grades will close to new applicants at midnight on 31 March 2008. See paragraph 6 for more information on re-grading to the associate specialist grade for applications received by employers prior to midnight on 31 March 2008; and during the 'window of opportunity', from 1 April 2008 until midnight 31 March 2009. The Senior Clinical Medical Officer and Clinical Medical Officer grades have been closed since 16 September 2002. The Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service has been amended to reflect the closure of all of these grades.

- 5 Employers should write to eligible doctors and offer them the opportunity to transfer to the new contractual arrangements with effect from 1 April 2008. Annex B shows the assimilation process for the new contracts.
- 6 There will be no new appointments to the 'old' Associate Specialist contractual arrangements for applications received after midnight on 31 March 2008. Where an eligible doctor has requested personal re-grading to the Associate Specialist grade before or on this date, and the employing organisations' appointment committee agree that re-grading should take place, the doctor shall be appointed to the 'old' Associate Specialist contractual arrangements. Eligible doctors may apply for re-grading to the Associate Specialist (2008) contractual arrangements until midnight on 31 March 2009.
- 7 Contractual documentation and guidance, including Frequently Asked Questions are available on the NHS Employers website: [www.nhsemployers.org/sas](http://www.nhsemployers.org/sas)
- 8 A High Court judgment in 2006 highlighted the need for NHS employers to take all reasonable steps to ensure that the effects of nationally negotiated collective agreements are incorporated into individual contracts of employment.
- 9 It is good practice that employers should:
  - write to individual medical and dental practitioners in order to notify them of the revisions to their TCS; and
  - place a copy of the notification on each individual's HR record
- 10 Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org)
- 11 Employees should direct personal enquiries to their employer.

### Further copies

- 12 Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org)
- 13 Prior to the establishment of NHS Employers in November 2004 responsibility to inform the NHS of uplifts and increases in pay for medical and dental staff covered by this circular rested with the Department of Health and was published in Advance Letters (Medical and Dental). Copies of previous Advance Letters from 1995 onwards may also be obtained from the Department of Health website at: [www.dh.gov.uk/letters](http://www.dh.gov.uk/letters)



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## Annex A Specialty Doctor and Associate Specialist Pay Scales and Locum Rates

The following are the 2007 / 2008 negotiated pay rates. These should be uplifted as of 1 April 2008 subject to the recommendation by the doctors and dentists review body and the acceptance of such recommendation by the Government. Details of the uplifted pay scales will be published in a later pay circular.

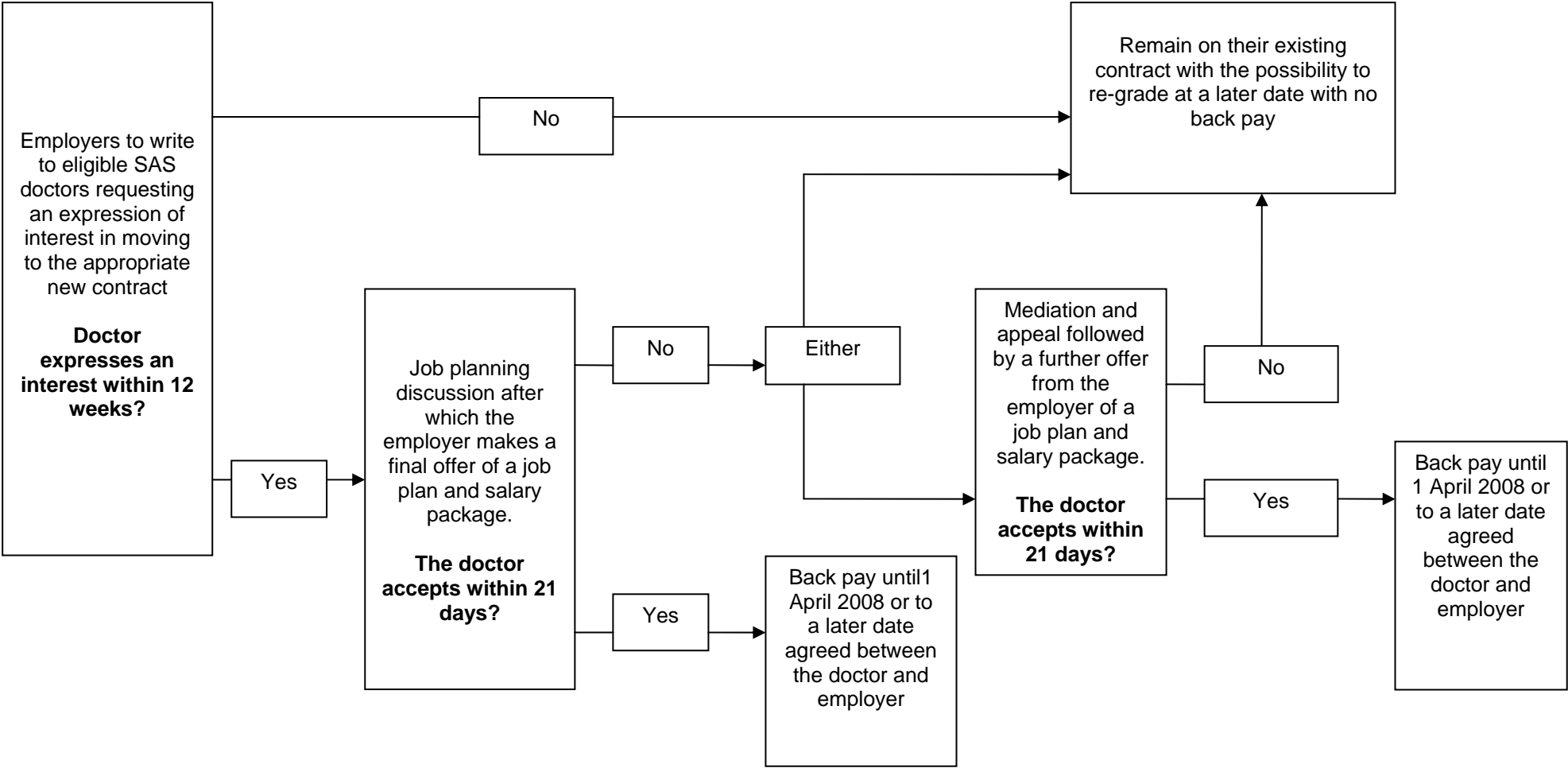
**Table 1: Specialty Doctor and Associate Specialist (2008) Pay Scales**

| Basic Salary (£)<br>2007 / 2008 RATES |                |        |        |        |        |        |        |        |        |        |        |        |        |
|---------------------------------------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Grade                                 | Pay Scale Code | Min    | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      | 10     | 10+    |
| Specialty Doctor                      | MC46           | 33,839 | 36,633 | 39,877 | 42,216 | 45,015 | 48,038 | 50,637 | 53,464 | 56,300 | 59,370 | 63,240 |        |
| Associate Specialist (2008)           | MC41           | 49,255 | 51,235 | 55,194 | 59,787 | 64,666 | 67,872 | 70,039 | 72,492 | 74,945 | 77,398 | 79,852 | 81,079 |

**Table 2: Locum rates**

|                             | 2007 / 2008 RATES |                     |
|-----------------------------|-------------------|---------------------|
|                             | Weekly Rate       | Programmed Activity |
| Specialty Doctor            | £802.00           | £80.20              |
| Associate Specialist (2008) | £1039.53          | £103.96             |

Annex B  
 FLOWCHART – NEW SAS CONTRACTS – ASSIMILATION PROCESS



It is anticipated that the job planning process will be completed within **3 months** of a doctor expressing an interest.