

19 August 2024

Pay and Conditions Circular (M&D) 6/2024

Amendments to Schedule 15 Pay thresholds and Schedule 23 Application of Terms and Conditions of Service for NHS consultant clinical academics Terms and Conditions - Consultants (2003)

To: all employers in the NHS in England

Summary

This circular notifies employers in the NHS in England of changes to:

Terms and Conditions – Consultants (England) 2003

- Schedule 15 - Pay thresholds
- Schedule 23 - Application of terms and conditions of service for NHS consultant clinical academics

Agreement

1. The British Medical Association (BMA), The Hospital Consultants and Specialists Association (HCSA), The Department of Health and Social Care (DHSC) and NHS Employers have approved amendments to the Terms and Conditions of Service as detailed below.

2. The changes made to the Terms and Conditions of Service are detailed in the latest version of the Record of Amendments which is available on the [NHS Employers website](#).

Provision that has been changed

3. Schedule 15 sets out a new pay progression system for employers that details the criteria and process for authorising progression through pay points.

4. Schedule 23 sets out that schedule 15 will apply to consultant clinical academics holding an honorary (unpaid) NHS contract and a substantive contract of employment with an academic institution who are paid according to the scales in schedules 13 and 14.

Action

5. Employers are requested to make use of the new Terms and Conditions – Consultants (England) 2003 from 1 April 2025.

6. Copies of the amended Terms and Conditions – Consultants (England) 2003 can be downloaded from the NHS Employers website at the following web address:
<http://www.nhsemployers.org>

7. NHS employing organisations need 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; b. place a copy of the notification on each individual's HR record.

8. Employers are not required to reissue an amended contract to those individuals who have transferred, or been appointed to their contract prior to 19 August 2024, providing they have written to the individual as set out above. However, employers are asked to make use of the amended contract document for all appointments from the date of publication of the Pay Circular. Employers are also asked to use the amended contract when an individual undergoes a change of contractual terms i.e. moves to or from a part-time contract.

Enquiries

9. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.

10. Employers should direct enquiries to: doctorsanddentists@nhsemployers.org.

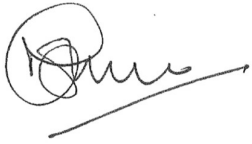
11. Copies of this circular, and other medical and dental pay circulars from 2005 onwards, can be downloaded from: www.nhsemployers.org.

12. 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 and Social Care. 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>

13. For Advance Letters prior to 2000, please contact the Department of Health and Social Care: dhsc.publicenquiries@dhsc.gov.uk

Issued by

A handwritten signature in black ink, appearing to read 'Paul Wallace', with a long horizontal stroke extending to the right.

Paul Wallace
Director of Employment Relations and Reward
NHS Employers