

Dear Colleague

SPECIALTY DOCTOR AND ASSOCIATE SPECIALIST 2008 CONTRACTS

Summary

1. Following [CEL 56 \(2008\)](#) which provided details and supporting documentation on the Specialty Doctor and Associate Specialist (2008) contracts, this Chief Executive Letter provides pay on assimilation examples with principles and a further FAQ on Eligibility of Locums.

2. The documents are as follows:

Annex A: Pay on Assimilation Examples

Annex B: FAQ on Locums

Enquiries

3. Employees should direct their personal enquiries to their employing Board, Special Health Board or NHS National Services Scotland (formerly the Common Services Agency).

4. Employers are asked to make their own arrangements for obtaining any additional copies of this CEL which is available on the SHOW website at <http://www.show.scot.nhs/sehd/pes.asp>

Yours sincerely

JACQUI JONES

Acting Deputy Director for Health Workforce
Employment and Retention

CEL 39 (2009)

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Addresses

For action

Chairs, NHS Boards, Special Health Boards and NHS National Services Scotland
Chief Executives, NHS Boards, Special Health Boards and NHS National Services Scotland.
Directors of Finance, NHS Boards, Special Health Boards and NHS National Services Scotland
Directors of Human Resources, NHS Boards, Special Health Boards and NHS National Services Scotland

For information

Members, Scottish Terms and Conditions Committee.
Members, Scottish Partnership Forum.
Members, Scottish Workforce and Governance Group.

Enquiries to:

Mr Kevin Matheson
Scottish Government Health Directorates
Health Workforce
Ground Floor Rear
St Andrew's House
Regent Road
Edinburgh EH1 3DG

Tel: 0131-244 3016

Fax: 0131-244 3465

Kevin.matheson@scotland.gsi.gov.uk

<http://www.scotland.gov.uk>

NEW CONTRACT FOR SPECIALTY DOCTORS AND ASSOCIATE SPECIALISTS ASSIMILATION EXAMPLES

The following principles operate in terms of pay on assimilation:

- Staff will transfer under the transitional arrangements to the new contract on one occasion (i.e. transition will happen only once).
- Staff in an eligible grade on or before 31 March 2008 will assimilate under the transitional arrangements using Table 1A of the relevant TCS.
- Staff appointed for the first time to the eligible grades on or after 1 April 2008 will be transferred using Table 1B of the relevant TCS.
- Staff regrading to Associate Specialist on or before 31 March 2008 will assimilate under the transitional arrangements onto the new contract using Table 1A of the Associate Specialist (2008)TCS.
- Staff regrading to Associate Specialist on or after 1 April 2008 will assimilate under the transitional arrangement for their pre-existing grade and then receive promotional increases using Table 1B of the Associate Specialist (2008)TCS.
- Entitlement to transfer to the new contracts is determined by whether staff were employed in one of the eligible grades on 20 October 2008.

Example 1

Doctor appointed to a Staff Grade post for the first time on 1st May, 2007 (ie no previous experience at Staff Grade level)

Appointed on minimum point £32,547

Salary moves as follows.

Date	Salary
salary based on SG 07/08 rates	£32,547
01.04.08 (assimilated as per Table 1A)	£38,974
01.05.08 (increment due on this date)	£42,965
01.05.09 (increment due on this date)	£45,781

Example 2

Doctor appointed to Staff Grade post for the first time on 1st October, 2008 (i.e. no previous experience at Staff Grade level)

Appointed on minimum point £33,264 of the former Staff Grade Conditions

Salary moves as follows.

Date	Salary
01.10.08 (based on SG 08/09 rates)	£33,264
01.10.08 (transferred as per Table 1B)	£35,904
01.10.09 (increment due on this date)	£39,559

Example 3

Doctor appointed to a Staff Grade post on 1st May 2007, or 1st October, 2008 with previous Staff Grade experience going back to before 1st April, 2007.

Current employer should use assimilation Table 1A, in the same way as if all previous experience had been served in the current Health Board.

Example 4

Staff Grade on pay point 7 (£50,632) regraded to Associate Specialist on 1st May 2007

Regraded to Old Associate Specialist pay scale using promotional paragraph, to pay point £51,219.

Salary moves as follows.

Date	Salary
Salary based on SG 07/08 rates	£50,632 (Staff Grade Salary)
Regraded to old AS on 07/08 rates at 01.05.07	£51,219 (on "old" Associate Specialist scale) incremental date becomes 1 May
01.04.08 (assimilate to new Associate Specialist scale under Table 1A) incremental date remains 1 May	£63,774
01.05.08 (increment due on this date)	£68,405
01.05.09 (increment due on this date)	£71,381

Example 5

Staff Grade on pay point 7 (£50,632) at 31 March 2008 regraded to Associate Specialist on 1st October 2008. and appointed on pay point £52,346

Date	Salary
01.04.07	£50,632 (Staff Grade Salary)
01.04.08 (Assimilate to Specialty Doctor using Table 1A)	£57,535
01.10.08 (Transfer to new Associate Specialist using Table 1B). New incremental date 1 October	£58,431
01.10.09 (increment due on this date)	£64,731

ANNEX B

Q 68 Do Locums qualify for the new contract?

A All new locum doctors with effect from 20 October 2008 and those whose locum contract is renewed after 20 October 2008 will be employed on the Specialty Doctor Terms and Conditions of Service.

Any existing locums employed in the eligible grades on 20 October 2008 and in post on 19 October 2008 will have the option to remain on their existing terms and conditions of service until the expiry of their contract or may choose to transfer to the Specialty Doctor or Associate Specialist (2008) Terms and Conditions of Service **in accordance with Appendix 1 Table 2** as appropriate with effect from 1 April 2008 or the date of appointment to the locum post if later, in line with the transitional arrangements.

Local Implementation Groups will agree how this process will be applied.