



**PWYLLGOR DIWYLLIANT, POBL A DATBLYGU SEFYDLIADOL  
PEOPLE, ORGANISATIONAL DEVELOPMENT & CULTURE COMMITTEE**

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	13 October 2021
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Speciality & Associate Specialist (SAS) Contract Reform Update
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Lisa Gostling, Director of Workforce & Organisational Development (OD)
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Steve Morgan, Deputy Director of Workforce & Organisational Development

**Pwrpas yr Adroddiad (dewiswch fel yn addas)**

**Purpose of the Report (select as appropriate)**

Ar Gyfer Trafodaeth/For Discussion

**ADRODDIAD SCAA  
SBAR REPORT**

**Sefyllfa / Situation**

Since the last Speciality & Associate Specialist (SAS) Contract Reform update provided to the People, Organisational Development & Culture Committee (PODCC) in August 2021, Hywel Dda University Health Board (HDdUHB) is progressing with the choice exercise whereby eligible SAS doctors have until 30<sup>th</sup> September 2021 to express an interest as to whether or not they wish to transfer to the new contract. As at 21<sup>st</sup> September 2021, 66 SAS doctors have expressed an interest - 35 males and 31 females. With regard to the Associate Specialists, it is not automatic that they will transfer to the new Specialist grade. Each Associate Specialist requires confirmation from the appropriate Clinical Lead that they meet the criteria for the new grade. Once an SAS doctor confirms that they wish to express an interest, they are advised that the next step is for job planning to be undertaken with their Clinical Lead and Service Delivery Manager. To date, no signed off job plans in accordance with the 2021 contract have been received via the Allocate system.

Job planning sessions on the new terms and conditions are being held throughout September 2021 for Service Delivery Managers and Clinical Leads, etc. in order for them to gain a better understanding of the new terms and conditions and to be better positioned to undertake job planning associated with the new changes to the contracts. Responsibility for Job Planning rests with the Service Leads and progress is overseen by the Medical Director. Sessions for the SAS doctors have also been arranged throughout September 2021. The Mental Health and Learning Disability Medical Staff Committee have been very proactive and requested a session regarding the new contract, which was held on 21<sup>st</sup> September 2021.

A local Implementation Group meeting has also taken place on 8<sup>th</sup> September 2021 and membership includes the Deputy Medical Director, Managers, Medical Workforce, Finance, Payroll and British Medical Association (BMA) representatives. The first meeting was extremely positive.

There is also a new Advocate role which the HDdUHB has advertised with a closing date of 24<sup>th</sup> September 2021. The Advocate will act as an important additional interface between SAS doctors and management, complementing existing structures and processes as well as taking forward their own programme of work. They will act as a point of contact for SAS doctors as well as advocating on their behalf and improving the visibility of SAS doctors within the organisation.

Advocates will also work with each other to share best practice and ensure a joined-up approach across organisations in Wales.

The main issue at an All Wales level which is currently being discussed concerns the recent 3% pay award announced that applies to all grades of Medical and Dental staff with the exception of the new SAS 2021 pay scales. This means that some doctors who would be due to transition across to the new pay scale may incur a reduction in pay initially. Clarification on this issue is being sought. However, any overpayment from 1<sup>st</sup> April to the date of transition would not be recovered as outlined in the transitional arrangements.

Discussions have taken place with the BMA in relation to the rate of expression of interest from SAS doctors. The BMA were assured that they are on a par with the rest of Wales.

It is also likely that the choice exercise deadline will be extended beyond 30<sup>th</sup> September 2021 due to the pay award issues.

All Managers, Clinical Leads, Hospitals Directors and Clinical Directors have been contacted outlining the key features of the new contracts and prompting them to consider the impact of the new arrangements on the service and rotas. Support has been offered from the Medical Workforce team, although to date no requests have been received. However, once the expression of interest window is closed we will be in a better position to work with Managerial leads to assess and understand the service and rota impact. The end date of the choice exercise is crucial together with job planning discussions.

## Cefndir / Background

### Key features of the of new contracts

- Multiple-year pay investment of 3% per year over three years to support contract reform.
- Shorter pay scales to better reward SAS doctors throughout their careers and help reduce the gender pay gap (Specialty doctor 5 points – top of scale minimum 12 years).
- A new senior grade – Specialist grade – providing a new career framework.
- The extension of plain time to 7 a.m. – 9 p.m. on weekdays (currently 7 a.m. – 7 p.m. on weekdays).
- New safeguards on working pattern frequency to protect SAS doctors and their work-life balance - working hours, weekend frequency, consecutive shifts, rest.
- Increased on-call supplements in line with the model used by Consultants in England.
- Guidance for the introduction of a new SAS advocate role which will be introduced to promote and support SAS doctors' health and wellbeing.
- Introduction of common schedules, e.g. access to enhanced pay and provisions for shared parental leave and to child bereavement leave provisions.
- The right to decline elective work in premium time is not a feature of the new contracts.

### Specific implementation approach in Wales

- Updating and strengthening the Wales Good Practice Guide to support SAS doctors to access supporting professional activities (SPA) time above the contractually mandated minimum through appropriate job planning processes.
- Developing bespoke guidance for SAS doctors on developing and accessing secondment opportunities for professional development.
- Encouraging Health Boards to identify doctors on local contracts who are eligible to be considered for the new national terms and conditions (TCS), as set out in the SAS Charter for Wales.
- Designing a role profile for the SAS advocate role to be introduced in Health Boards and Trusts across Wales.
- Jointly agreeing the use of any additional funds provided by Welsh Government (WG) during contract implementation for the benefit of SAS doctors.

## Asesiad / Assessment

### **Key features of the new contract that may have an impact on the service:**

Unless mutually agreed, the following will apply:

- Weekend working - an SAS doctor will not be required to work more than 13 weekends, in whole or in part, averaged over 2 years.
- No more than 40% working time in out of hours (OOH).
- Maximum of 4 consecutive nights or long day shifts.
- A minimum of 46 hours before and after transition between day and night.

There are also changes to the on-call conditions, therefore Service Delivery Managers and Clinical Leads will need to review which category of on-call the rotas ascribe to:

Category A: this applies where the doctor is typically required to return immediately to site when called or has to undertake interventions with a similar level of complexity to those that would normally be carried out on site, such as telemedicine or complex telephone consultations.

Category B: this applies where the doctor can typically respond by giving telephone advice and/or by returning to work later.

### **New Specialist grade**

A new career choice destination provides an opportunity for career progression for highly experienced specialty doctors.

Creation of these roles will be driven by service and will be advertised for competitive entry through local recruitment processes. It is not a regrading process for existing Speciality doctors. The entry criteria for a doctor to this grade requires:

- They have full registration.
- They have completed a minimum of 12 years' medical work (either continuous or in aggregate) since obtaining a primary medical qualification of which a minimum of 6 years should have been in the relevant speciality in the Speciality Doctor and / or other closed SAS grades. Equivalent years' experience in a relevant speciality from other medical grades including from overseas will also be accepted.
- They meet the criteria set out in the Specialist grade generic competencies framework.

The relevant Royal College will also have input into the job descriptions for these roles. Where specialities have challenges recruiting at Consultant level, then it may be appropriate to consider appointing into this grade.

Managers and Clinical Leads will shortly begin job planning as the SAS doctors express an interest and when a job plan is signed off, the Medical Workforce team will send an offer to the SAS doctor which will outline the changes in pay. They will have 21 days to decide whether or not to accept the offer. If they choose to accept it, they will transition onto the new terms and conditions and if they choose not to accept it, then they will remain on their existing terms and conditions.

### **Service & Financial Implications**

The Medical Workforce team are building a service and financial impact assessment into the implementation process and all managers and clinical leads are being requested to provide a

copy of rota templates and existing plans by 8<sup>th</sup> October 2021, in order for a baseline assessment of the implications to be understood. This will be a desktop exercise and assessing all job plans/ rotas in accordance with the assessment criteria of the contract and examining how many SAS doctors on each rota have expressed an interest.

**Argymhelliad / Recommendation**

The People, Organisational Development & Culture Committee is requested to note the progress made in relation to the Speciality & Associate Specialist (SAS) Contract implementation.

<b>Amcanion: (rhaid cwblhau) Objectives: (must be completed)</b>	
Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.2 Consider the implications for workforce planning arising from the development of HDdUHB's strategies and plans or those of its stakeholders and partners, including those arising from joint (sub) committees of the Board.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not applicable
Safon(au) Gofal ac Iechyd: Health and Care Standard(s):	7.1 Workforce
Amcanion Strategol y BIP: UHB Strategic Objectives:	Not Applicable
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS 5. Offer a diverse range of employment opportunities which support people to fulfill their potential

<b>Gwybodaeth Ychwanegol: Further Information:</b>	
Ar sail tystiolaeth: Evidence Base:	Welsh Government, NHS Wales Employers and British Medical Association (BMA) Cymru Wales staff, Associate Specialist and Specialty Doctor Committee (WSASC).
Rhestr Termiau: Glossary of Terms:	Included within the body of the report.
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	Workforce & OD Colleagues.

<b>Effaith: (rhaid cwblhau)</b> <b>Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian:</b> <b>Financial / Service:</b>	Not Applicable.
<b>Ansawdd / Gofal Claf:</b> <b>Quality / Patient Care:</b>	Not Applicable.
<b>Gweithlu:</b> <b>Workforce:</b>	Not Applicable.
<b>Risg:</b> <b>Risk:</b>	Not Applicable.
<b>Cyfreithiol:</b> <b>Legal:</b>	Not Applicable.
<b>Enw Da:</b> <b>Reputational:</b>	Not Applicable.
<b>Gyfrinachedd:</b> <b>Privacy:</b>	Not Applicable.
<b>Cydraddoldeb:</b> <b>Equality:</b>	Not Applicable.