



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

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	19 August 2021
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Speciality & Associate Specialist (SAS) Contract Reform Implementation Update
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Lisa Gostling, Director of Workforce & Organisational Development
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Lisa Gostling, Director of Workforce & Organisational Development

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

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

Er Sicrwydd/For Assurance

**ADRODDIAD SCAA  
SBAR REPORT**

**Sefyllfa / Situation**

Following the previous update provided to the People, Planning & Performance Assurance Committee in April 2021, the new terms and conditions for Speciality Doctor and the Specialist grade have been agreed and Hywel Dda University Health Board (HDdUHB) is following the agreed implementation plan:

<b>Date</b>	<b>Activity</b>
<b>March 2021</b>	<ul style="list-style-type: none"> <li>·British Medical Association (BMA) to confirm outcome of referendum.</li> <li>·If approved, agreement formally ratified by government.</li> <li>·Implementation guidance and terms and conditions of service (TCS) documentation published.</li> </ul>
<b>1<sup>st</sup> April 2021</b>	<ul style="list-style-type: none"> <li>·New SAS contracts go live.</li> <li>·All new SAS doctors and new appointments to use the 2021 contracts.</li> </ul>
<b>April October 2021</b>	<ul style="list-style-type: none"> <li>·Choice exercise for existing SAS doctors.</li> <li>·Employers to transition doctors to the new contract.</li> </ul>
<b>31<sup>st</sup> December 2021</b>	<ul style="list-style-type: none"> <li>·The final date in which all doctors who expressed an interest should have transferred to the new 2021 contracts.</li> </ul>
<b>1<sup>st</sup> April 2023</b>	<ul style="list-style-type: none"> <li>·New pay progression system introduced.</li> </ul>

An exercise has been undertaken to identify SAS doctors who would be eligible under the new contracts, and 157 Speciality Doctors and 35 Associate Specialists (referred to as SAS) have been contacted and invited to express an interest as to whether or not they wish to transfer to the new contract (this includes Locum Consultants who hold substantive SAS contracts).

To date, 35 SAS doctors have replied to confirm that they wish to express an interest and 10 SAS doctors have confirmed that they wish to remain on the existing terms and conditions. The SAS doctors have until 30<sup>th</sup> September 2021 to respond.

For the Associate Specialists, it is not an automatic process for transferring to the new Specialist grade. Each Associate Specialist will require confirmation from the appropriate clinical lead that they meet the criteria for the new grade.

When an SAS doctor confirms that they wish to express an interest, they are advised that the next step will be a job planning discussion to be undertaken with their Clinical Lead and Service Delivery Manager.

Awareness sessions on the new terms and conditions have been arranged throughout September 2021 for Service Delivery Managers and Clinical Leads, etc. in order to gain an understanding of the new terms and conditions to be able to undertake job planning associated with the new changes to the contracts.

A local implementation group has also been established and the inaugural meeting is scheduled for 8<sup>th</sup> September 2021. Membership includes the Deputy Medical Director, Managers, Medical Workforce, Finance and Payroll colleagues and BMA representatives.

There is also a new advocate role which HDdUHB will be expected to appoint to. Details relating to funding are expected shortly. The SAS advocate is intended to fulfil this function. 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, 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.

## 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, including 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 activity (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 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 during contract implementation for the benefit of SAS doctors.

### Asesiad / Assessment

#### **Key features of the new contract that may have an impact upon 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 system, therefore Service Delivery Managers and Clinical Leads will be required to review which category of on-call the rotas will align 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 speciality doctors.

Creation of these roles will be driven by the 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 includes:

- Have full registration.
- 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.
- Meets 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, it may be appropriate to consider appointing into this grade.

Managers and Clinical Leads will imminently commence job planning as the SAS doctors express an interest, and when a job plan is signed off, the Medical Workforce team will issue an offer to the SAS doctor which will outline the changes in pay. They will then 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.

**Argymhelliad / Recommendation**

The People, Organisational Development & Culture Committee is requested to note and gain assurance from the progress associated with the change in speciality and associate specialist contract reform implementation and how it will be enacted within HDdUHB.

**Amcanion: (rhaid cwblhau)**

**Objectives: (must be completed)**

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

**Gwybodaeth Ychwanegol:**

**Further Information:**

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.
Partïon / 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

**Effaith: (rhaid cwblhau)**

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