



**PWYLLGOR CYNLLUNIO POBL A SICRWYDD PERFFORMIAD
PEOPLE PLANNING AND PERFORMANCE ASSURANCE COMMITTEE**

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| DYDDIAD Y CYFARFOD: DATE OF MEETING: | 27 April 2020 |
| TEITL YR ADRODDIAD: TITLE OF REPORT: | Speciality & Associate Specialist (SAS) Contract Reform |
| CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR: | Lisa Gostling, Director of Workforce & Organisational Development |
| SWYDDOG ADRODD: REPORTING OFFICER: | Lisa Gostling, 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

Welsh Government, NHS Wales Employers and British Medical Association (BMA) Cymru Wales staff, Associate Specialist and Specialty Doctor Committee (WSASC) agreed to enter joint negotiations with counterparts in England and Northern Ireland on the development of new Specialty Doctor and Senior SAS doctor contracts.

The introduction of new contracts was identified as an important opportunity to build upon work already progressed in Wales on the implementation of the SAS Charter and the longstanding Wales Good Practice Guide to further improve the working lives of SAS doctors.

A framework has been developed which outlines that this is part of a three-year agreement covering the period from 1st April 2021 to 31st March 2024 for the new 2021 Specialty Doctor and Specialist contract. It sets out the changes to pay structures and the terms and conditions of service (TCS) which will form part of the 2021 Speciality Doctor and Specialist contract.

This framework was adopted following the confirmation of the relevant funding received from the Minister for Health and Social Services for Wales. The investment into reform supports the changes to the pay scales and TCS over the course of the three-year agreement.

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 assist in reducing 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, i.e. working hours, weekend frequency, consecutive shifts, and rest.
- Increased on-call supplements in line with the model utilised 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 does not feature within 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 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

Who will be affected?

- Existing SAS doctors on either the 2008 Specialty Doctor contract, or the closed national 2008 Associate Specialist contract, will be able to exercise an individual choice on whether or not they wish to transfer to the new contracts.
- If the contract is approved, those appointed from 1 April 2021 or those who choose to move employer or takes up a new appointment will be placed under the new contract.
- "Trust Grade" or locally employed doctors will not be offered a choice to transfer to the new contract, however we are committed to exploring how locally employed doctors working in roles which reflect those of the new contracts could be offered the new terms and conditions.
- There are 143 Speciality Doctors, 32 Associate Specialists, and 25 substantive SAS who are covering as locum Consultants and the number of Senior Clinical Fellows working at SAS level will require discussion with each Directorate to ascertain whether they should be included.

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 local employer need to meet service requirements and will be advertised for competitive entry through local recruitment processes. It is not a regrading process for existing Speciality doctors.

A generic capabilities framework for the specialist grade has been developed in partnership between the Academy of Medical Royal Colleges, the British Medical Association and NHS Employers. It outlines the core capabilities and skills expected across all specialties for safe working practices at this senior level. The terms and conditions for the Specialist grade maintain that doctors will be required to evidence that they meet the criteria in order to successfully enter the grade.

Next steps

There is an All Wales meeting scheduled for 24th March 2021 to discuss implementation to ensure consistency in the process and understanding of the contract across Wales.

Within Hywel Dda University Health Board (HDdUHB), all SAS doctors will need to be contacted and requested to express an interest in the new contract. For those who express an interest, job planning in accordance with the new terms and conditions will need to be undertaken and this will be an opportunity to ensure the majority of job plans are entered onto the Allocate Job Planning system for SAS doctors.

Training in regard to the new terms and conditions will need to be arranged for managers and clinical leads, as well as sessions for the SAS doctors and any training requirements concerning the utilisation of the Allocate system.

A project group will be established and it is proposed that this is led by Dr Philip Kloer, Medical Director/Deputy Chief Executive, and includes the Deputy Medical Director, Service managers, Clinical lead, Finance and Medical Workforce representatives to oversee consistency, implementation progress and the funding aspects of this contract.

The project implementation timescales are outlined as follows:

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

Argymhelliad / Recommendation

The People, Planning and Performance Assurance Committee (PPPAC) is requested to note the process with this change in contract and how it will be enacted within HDdUHB.

| Amcanion: (rhaid cwblhau) Objectives: (must be completed) | |
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| Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor: | 3.1 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: | |
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| 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 Cynllunio Pobl a Sicrwydd Perfformiad: Parties / Committees consulted prior to People Planning and Performance Assurance Committee: | Workforce & OD Colleagues |

| Effaith: (rhaid cwblhau) Impact: (must be completed) | |
|---|----------------|
| Ariannol / Gwerth am Arian: Financial / Service: | Not applicable |
| Ansawdd / Gofal Claf: Quality / Patient Care: | Not applicable |

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| Gweithlu: Workforce: | Not applicable |
| Risg: Risk: | Not applicable |
| Cyfreithiol: Legal: | Not applicable |
| Enw Da: Reputational: | Not applicable |
| Gyfrinachedd: Privacy: | Not applicable |
| Cydraddoldeb: Equality: | Not applicable |