



Chief Executives – NHS Health Boards/Trusts

Directors, Workforce & Organisational Development – NHS Health Boards/Trusts

Directors of Finance – NHS Health Boards/Trusts

Our Ref: Pay Letter M&D(W) 02/2021

24 March 2021

Dear Colleague

Summary

This pay and conditions circular informs employers of the introduction of new pay and conditions of service for Specialty doctors and Specialists in Wales from 1 April 2021.

Action

1. This circular notifies employers of the introduction of a new model contract for pay and conditions of service for two grades of doctors in Wales; Specialty doctors and Specialists. The Terms and Conditions of Service for Specialty Doctors 2021 and the Terms and Conditions of Service for Specialists (TCS) will become effective on 1 April 2021.
2. Existing Specialty doctors, Associate Specialists and other closed SAS grades on national TCS will be given the option to transfer to the new terms and conditions or remain on their existing contracts. The Specialty doctor 2008 TCS will become closed to new entrants as of 1 April 2021. The Associate Specialist 2008 contract closed to new entrants on 1 April 2009 and the other SAS grades were closed to new entrants from 31 March 2008.
3. The new pay arrangements and pay codes contained herein will become effective from 1 April 2021, and will apply to staff on the Terms and Conditions of Service for Specialty Doctors (Wales) 2021 and the Terms and Conditions of Service for Specialists (Wales) when they commence their employment on these terms.

Enquiries

1. Employers should direct enquiries to: HSSWorkforceOD@gov.wales
2. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely,

Helen Arthur

Interim Director of Workforce and Corporate Business

Cyfarwyddwr Dros Dro y Gweithlu a Busnes Corfforaethol

Annex A: Section 1: Specialty doctors (2021 contract) basic pay
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Specialty doctor pay scale:

Pay scale code	Scale Value (2021 – 2022)	Basic Salary (£)
MC75 – 01	Min	45,345
MC75 – 02		45,345
MC75 – 03	1	49,989
MC75 – 04	2	56,061
MC75 – 05		56,061
MC75 – 06	3	58,756
MC75 – 07	4	63,285
MC75 – 08		63,285
MC75 – 09		63,285
MC75 – 10	5	66,939
MC75 – 11		66,939
MC75 – 12	6	70,593
MC75 – 13		70,593
MC75 – 14		70,593
MC75 – 15	7	74,245
MC75 – 16		74,245
MC75 – 17		74,245
MC75 – 18	8	77,897

Annex A: Section 1: Specialists basic pay
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Specialists pay scale

Pay scale code	Scale Value	Basic Salary
MC70 – 01	Min	79,894
MC70 – 02		79,894
MC70 – 03		79,894
MC70 – 04	1	85,286
MC70 – 05		85,286
MC70 – 06		85,286
MC70 – 07	2	90,677