

2008 to 2021 Speciality Contracts Transfer Process

Transferring from the 2008 to the 2021 Specialty Contract offers several advantages for specialty doctors, primarily focused on improved work-life balance, financial benefits, and enhanced job satisfaction.

Benefits of Moving to the 2021 SAS Terms and Conditions

Some of the benefits of transferring from the 2008 to the 2021 speciality contract can be found at: [Specialty doctor contracts in Wales pay comparison - BMA](#)

2021 Contract - Key changes at a glance

The Transfer Process

Step 1 - Expressing Interest

Inform Employer: Specialty doctors must notify their employer of their expression of interest to transfer to the 2021 terms and conditions by completing the Expression of Interest Form ([2021 Expression of Interest Form](#)) This expression of interest is non-binding and indicates a willingness to proceed in good faith.

Step 2 - Pay Journey and Job Planning

Job planning

Where doctors have recently agreed, up-to-date job plans that are fully compliant with the 2021 TCS, they should transfer to their new terms without any additional job planning process beyond the normal regular job plan reviews stipulated in both contracts.

Where doctors do not have a recently agreed, up-to-date job plan, or their job plan is not compliant with the 2021 TCS, they should transfer to their new terms as soon as possible but should have a job plan review as soon as possible following transfer and in any event within 12 months. If they prefer, the doctor is entitled to request a job plan review prior to transferring.

After the job plan is provided, or current sessional commitment ascertained where a job plan is absent and the doctor does not wish to undertake a job plan review prior to transfer, the doctor should be provided with a pay comparison document and an offer letter, detailing the changes in pay they will expect to see on their current pay point and following their next pay progression date on the 2008 and 2021 contracts.

If the salary decreases, we will advise the doctor to contact us again after their next increment date to discuss the transfer. However, if they still wish to proceed, they are asked to follow the guidance on how to accept the offer to transfer

Step 3 - Accept or Decline

Decision Window: After receiving the pay comparison document, the doctor has 21 days to accept or decline the transfer.

Acceptance: The doctor transfers to the new contract from date of expression of interest,

Decline: No detriment occurs; the doctor remains on the existing contract with current job plan and pay arrangements.

This structured process ensures that specialty doctors can make an informed decision, with a clear understanding of the benefits and changes associated with the 2021 SAS terms and conditions of service.



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There is an ongoing a contractual right for Speciality Doctors on the 2008 contract to transfer to the 2021 Speciality Doctor contract so a doctor can request the transfer at any time.