



July 2024

The COVID-19 pandemic caused considerable disruption to the training of many doctors and dentists in training. While a number of measures were introduced to try to mitigate the impact on training progression, some trainees were unable to acquire the necessary competences/capabilities at a critical point in their training programme, as the training was not available to them, meaning that additional training time has been required. This issue has been recognised by NHS Education for Scotland, and its equivalents elsewhere in the UK, by the introduction of no-fault outcome 10.2 at a trainee's Annual review of Competence Progression (ARCP). This outcome will not be applied for matters of competency alone.

Such delays to training progression have meant that, through no fault of their own, some trainees have been unable to complete their training, receive their CCT and apply for consultant posts at the pace they would otherwise have done were it not for the pandemic. The Management Steering Group (MSG) and BMA Scotland have agreed that in such cases, the flexibilities already available in section 5.4 of the Consultant Grade (Scotland) terms and conditions of service to recognise lengthened training should now be used to recognise additional training time due to COVID-19 disruption.

NHS Scotland employers should use the provisions of section 5.4 to credit newly-appointed consultants with additional seniority covering the full period of delay in progression to CCT resulting from 10.2 outcomes, including part years, when determining their starting salary, seniority point and seniority date. It will be the responsibility of the doctor to provide their employer with verification of the outcome 10.2 delay, which they can request from NHS Education for Scotland, or from the relevant education body for those who undertook their training elsewhere in the UK.

Example 1

A doctor is appointed to a consultant post on 7 January 2023, having had their CCT date delayed by 6 months due to having received an outcome 10.2. Their seniority date for progression to the second point on the consultant payscale (ie point 01) will be 7 July 2023.

Example 2

A doctor is appointed to a consultant post on 19 April 2023, having had their CCT date delayed by 1 year and 2 months due to having received an outcome 10.2. They will start on the second point of the consultant payscale, and their seniority date for progression to the third point will be 19 February 2024.



NHS Scotland employers should also apply these provisions retrospectively to any consultant appointed prior to the date of this agreement whose CCT date was delayed due to 10.2 outcomes as a result of the COVID pandemic, but where the provisions of section 5.4 were not applied.

This particular provision applies only to 10.2 outcomes between March 2020 and September 2022.



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