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We are the trade union and professional association for doctors and medical students in Wales.

We promote the medical and allied sciences, seek to maintain the honour and interests of the medical profession and promote the achievement of high quality healthcare.

We have a long relationship with the National Health Service; from its inception, we have championed its vision of healthcare delivered on the basis of clinical need, free at the point of use.

Ever since devolution in 1999, with your help, we have been at the forefront of shaping healthcare policy and services in Wales for the benefit of patients and their relatives – and work to secure the most advantageous working conditions and workplace environments for all doctors working in Wales.

Our office is located in the heart of Cardiff Bay, a stone’s throw from the National Assembly for Wales and the Senedd building. From here we represent all doctors and medical students across Wales and promote both their and their patients’ interests, with over 7,500 members.

We are the only forum where doctors of all specialties, working in all sectors across Wales, come together.

We are the voice of doctors on the front-line of service delivery.
‘We look after doctors so they can look after you.’
Our representative structures Wales

Doctors and medical students are represented through our six branch of practice committees, as well as Welsh council.

In addition every member in Wales belongs to one of eight divisions, which represent members in all disciplines geographically.

We have established a network of nine local negotiating committees (LNCs) in each Health Board and NHS Trust throughout Wales. LNCs make sure that the voice of the profession is heard by management in the workplace, and where your representatives ensure that the interests of doctors are protected in negotiations on terms and conditions of service.

Representatives of all LNCs in Wales meet three times a year as the Welsh LNC forum to discuss all-Wales issues and to share best practice.

There are also five local medical committees (LMCs) across Wales, which represent GPs in particular areas. These are independent statutory bodies with which health boards (as holders of the GMS contract) must consult. Although not BMA committees, LMCs do contribute to wider BMA Cymru Wales activities.
In addition to these representative structures there are many ways in which you can get involved with the BMA. From contributing to BMA policy development and shaping our responses to government announcements, to raising an issue that’s affecting you in your place of work or connecting with other doctors locally.

You’ll find details all of these options, and more, on the following pages.
**Our values**
These are five common attributes we share as an organisation which sets us apart from other organisations.

**Expert**
We are an indispensable source of credible information, guidance and support throughout doctors’ professional lives.

**Committed**
We are committed to all doctors and place them at the heart of every decision we make.

**Reliable**
We are doctors’ first port of call because we are trusted and dependable.

**Challenging**
We are unafraid to challenge effectively on behalf of all doctors.

**Leading**
We are an influential leader in supporting the profession and improving the health of our nation.
Representing all doctors at a national level
About BMA Welsh council

Welsh council represents the profession as a whole, its job is to lead and to stand up for the values and beliefs of the medical profession across Wales – it usually meets four times a year.

Since devolution, Welsh council has evolved to be a key professional voice, engaging actively with other stakeholders and regularly with Government and health boards in the transformation of NHS Wales.

Welsh council’s strength and expertise is derived from the diversity of its membership, which includes: junior doctors; hospital consultants; medical students; retired doctors; medical academics; SAS doctors; public health doctors; general practitioners and other doctors working in a variety of settings and specialties across Wales.

More than 50% of Welsh council’s membership is directly elected every three years.

Our current membership for this session is:

Dr Phil Banfield (chair)
Dr David Bailey (deputy chair)
Dr Manish Adke
Dr Robert Bleeheen
Dr R Martyn Bracewell
Dr Peter Horvath-Howard
Dr Sara Hunt
Dr Charlotte Jones
Dr Melanie Jones
Dr Ram Kumar
Mr Paul McNulty
Mr Rajnesh Nirula
Dr Trevor Pickersgill
Dr Simon Poulter
Dr Iain Robbé
Dr Bethan Roberts
Dr Michael Thomas
Dr Phil White
Dr Anthony Power
Dr Anthony Calland (co-opted)
Dr Mark Temple (co-opted)

Please contact Welsh Council secretariat, Sarah Ellmes, to find out more or to get involved:

T: 029 2047 4604
E: sellmes@bma.org.uk
W: bma.org.uk/welshcouncil
Update from Dr Phil Banfield, chair Welsh council

Since the last report to members, it has been a somewhat busy twelve months – albeit productive and rewarding in equal measure. 2016 has seen many changes, the ramifications of some remain unknown - but the year has certainly been, in many ways, a game changer.

Many things stand out for me, and I cannot hope to cover everything from the past year here. One thing for sure is that the collaborative approach that Welsh council adopted early on has well and truly bed-in – the way in which, collectively, council members have contributed to furthering our agreed priorities and the professional agenda in Wales has been remarkable; and much has been achieved because of it.

Representing the entirety of the medical profession and medical students continues to ensure that the suggestions Welsh council offers NHS Wales and decision makers have a unique whole-system, all-Wales and joined-up approach. An approach borne from a shared understanding that we are all in this together, and all need to work together; and from an operational knowledge of what changes we need to see in order to place healthcare delivery in Wales on a more sustainable footing – for the benefit of patients.

Following the elections to the National Assembly in May, along with meeting the new party health spokespeople, we have established a series of regular meetings with the new Cabinet Secretary for Health, Vaughan Gething AM. So far, the junior doctor contract in England, and wider issues about workforce planning and medical education, have been regular features of our discussions (with the Cabinet Secretary giving fresh assurances that he will not impose any new contracts). We also continue to meet with other key stakeholders and decision makers, including the new Chief Medical Officer and the Chief Executive of NHS Wales, on a regular basis, to progress a number of important areas.

One such work area, and a key achievement earlier this year, was the agreement of the Core Principles for NHS Wales; a direct result of work initiated by Welsh council on openness and transparency. The Core Principles were launched in February 2016 by the then Health Minister, Mark Drakeford AM. They have been developed in partnership by the Welsh Government, NHS Employers, the BMA and other unions. All NHS Wales employees were sent information on the Core Principles in September’s payslip. We will be monitoring the impact these have, whilst continuing to promote positive cultural change across all areas of NHS Wales.

This work clearly links with the results of the Medical Engagement Scale surveys carried out recently in NHS Wales organisations – reinforcing the need to deliver the Core Principles from the bottom to the top of our health service.

In a system without endless cash, our NHS in Wales has a unique opportunity to deliver on its promise of a different, positive and attractive culture. You will be aware that this is something we have been campaigning on as part of our push for the promise of greater openness and transparency to be delivered, and as a key part of our work on raising concerns in the workplace.
We have engaged with many new initiatives this year, not least the Jenkins Review of the NHS workforce, the National Assembly’s Health Committee inquiries (of which there have been many) and the Health Professions Education Investment (HPEI) Review. The Welsh Government has recently announced its support for the main proposal from the HPEI Review (a single body for workforce planning, development and commissioning education and training) and we are working to ensure that there is appropriate focus for medical education in the new single body: Health Education Wales.

With elections to the Assembly in May, it is not only the political landscape that has changed recently and this report wouldn’t be complete without paying tribute, and saying thank you, to Dr Richard Lewis, who worked tirelessly for the profession over many years as National Director for the BMA in Wales. We wish him well in his new role.

2017 looks set to be just as busy and significant as the last twelve months and I was delighted to welcome Rachel Podolak as the new National Director of the BMA in Wales in November 2016. I look forward to working with her and the team to take forward many of the issues important to us all. Rachel joins us at a very significant and exciting time for the profession and for healthcare in Wales – as you will see from the topics covered throughout this report.

Our work over the last year has shown that there is much value to joining in, working together and forging our futures collaboratively. As I’ve said before – it shows that medical staff, acting together in the best spirit of trade unionism, remain a powerful and influential force through which much can be achieved.

Finally, I would like to extend my sincere gratitude to all who have been involved and contributed to our work in Wales this year – and also to offer a warm welcome to those who wish to get involved in shaping our work going forward. To all readers – thank you, once again, for your continued support.

Dr Philip Banfield
Representing doctors from across the branches of medical practice

BMA Cymru Wales has six branch of practice committees.

Each committee represents and acts for doctors in that particular branch of medical practice, whether they are BMA members or not.
About the general practitioners committee Wales

The general practitioners committee Wales (GPCW) represents all general practitioners in Wales. It has the autonomy to deal with and negotiate on all matters affecting general practitioners and their working lives in Wales, such as: negotiating with the Welsh Government on the general medical services contract; supporting local medical committees and GP practices on matters relating to the national GP contract and the provision of primary care services to patients; and acting on policy from the Welsh conference of representatives of local medical committees which is held annually. This is in addition to working on matters relating to the provision of wider primary care services and health and social care policy.

GPC Wales is made up of 15 representatives from the five local medical committees in Wales, and normally meets four times a year.

Our current membership for 2016-17 is:

Dr Charlotte Jones (chair)
Dr David Bailey (deputy chair)

Dr Peter Horvath-Howard (Negotiator)
Dr Nimish Shah (Negotiator)
Dr Phil White (Negotiator)
Dr Om Aggarwal
Dr Sara Bodey
Dr Stephen Davies
Dr Jerome Donagh
Dr Heather Evans
Dr Susan Fairweather
Dr Ian Harris

Please contact Caoimhe Cantwell, secretariat for GPCW, to find out more about the work of the committee and how you can get involved.

T: 029 2047 4614
E: ccantwell@bma.org.uk
W: bma.org.uk/gpcwales
Update from the general practitioners committee Wales (GPCW)

It has been a demanding and busy year for GPC Wales, and whilst the full range of the work GPC Wales undertakes is far too wide to include in a short update, I will do my best to cover some key areas.

Firstly, after consistently highlighting the pressures on general practice – and offering practical policy solutions – I feel that there is an emerging, but notable, recognition across Wales of the problems faced and a true desire to address these.

GPC Wales will be entering contract negotiations with Welsh Government towards the end of 2016, where we are looking for significant change to sustain general practice in Wales; changes which will see resource coming directly to practices.

Please be assured that we have, as usual, taken soundings from practices and have looked at what is happening across the UK and abroad. Bringing that all together we have split our priorities in to four areas, these include:

- Workload
- Resources
- Workforce
- Sustainability

We also recently launched our Urgent Prescription for General Practice campaign at a breakfast meeting at the National Assembly with key decision makers, politicians and stakeholders. At the event we marked the publication of two documents (both are available on our webpage): an analysis of our survey of GPs and a solutions paper which outlines the urgent changes that need to be made. The campaign continues to receive a lot of interest and media coverage:

Two reports were launched as part of WGPC’s urgent prescription campaign
We are aware that 'last-man standing’ is a significant concern to practices and to individual GPs. You will be aware that this is a situation when a partner/s leaves a practice, and business related liabilities (such as lease responsibilities, mortgage loans and employers TUPE responsibilities) transfer to the remaining partner/s. As a result of this, a practice that was once stable can destabilise within a matter of months, or for a small or rural practice a matter of weeks. We have circulated a briefing to LMCs which covers an overview of the issue, including details of the favourable response from Welsh Government which confirms the scope of what Health Boards can currently do to support practices. However, we acknowledge more is needed, and that on this topic our work is not over yet.

We were delighted earlier this year when, after much work by the negotiating team, the case for properly resourcing the complex vaccinations and immunisations programmes (as outlined in the SFE) was recognised. The IOS fee has increased to £9.80 per vaccine and this payment will be backdated to 1st April 2016. In addition, GPC Wales has now agreed the specification for an adolescent NES for ‘mop up’ or ‘catch up’ vaccinations with each vaccine’s IOS being £9.80. This is also backdated to 1st April 2016.

We have been investigating reports of varied payments across Health Boards for maternity pay. All Health Boards have agreed to pay the full amount as outlined in the SFE, and this remains an area we are monitoring.

It has been agreed in principle with Welsh Government that enabling remote appraisal (e.g. using Skype) would be beneficial to Wales in enabling GPs working outside of Wales, but in a GP role for a defined period of time, to have access to appraisal to ensure that they meet this requirement for remaining on the Medical Performers list.

GPC Wales has shared recommendations in a letter to primary care cluster leads of how to make the most of the resources available to them to maximise the impact on general practice and service delivery to patients. This will remain a priority for next year and one which we will be working closely with practices on.

We have proposed a new care pathway for transgender patients in Wales, working with the RCGP, and recognising the requirement for all GPs to prescribe within their professional boundaries and in the best interest of these patients. The development of an effective pathway for transgender patients in Wales is long overdue.

As well as seeking practical solutions from the Welsh Government, and working with health boards, we understand the enormous stresses placed on GPs across Wales and have undertaken a series of projects to highlight what support is available and in order to meet with as many GPs as possible. As part of this we presented at the national appraisal training day on avenues of support for GPs, their families and wider teams as there are a variety of resources available. We also delivered a Resilience Workshop for GPs in South Wales over the summer, again, in collaboration with RCGP, which was well received. A similar event is now being planned for North Wales early in the New Year.

We are also currently pursuing joint activities to secure the recognition of general practice as a specialty. There is still a way to go, but with a bit of luck, we will have our specialty recognised — long overdue, but a success nonetheless!

Over the next twelve months I look forward to working with colleagues across Wales to take our shared priorities forward — make sure you look out for my regular newsletter. GPC Wales is serious about coming up with practical policy solutions that really can help to place general practice on a secure footing, and we want as many colleagues as possible to be part of this process. Have your say, tell us your views or experiences or just touch base: info.gpcwales@bma.org.uk.

With best wishes

Dr Charlotte Jones
Report from the Welsh consultants committee (WCC)

WCC represents all consultants working in Wales and has full authority to negotiate on their behalf. It considers all matters affecting those who are engaged in medical consultant practice in Wales.

WCC works closely with the BMA’s UK consultants committee and collaborates and coordinates with them on all relevant UK matters. WCC usually meets four times a year, please contact us to find out more about our work and how you can become involved.

‘This year we welcome a number of new members to the committee, I look forward to working with them and others to progress WCC’s priorities and engaging with colleagues across the profession. I also wish to show my appreciation to everyone who contributed to the work of WCC over the last twelve months – thank you!’
Dr T Pickersgill

Our current membership for 2016-17 is:

Dr Trevor Pickersgill (chair)

Dr Manish Adke
Dr Philip Alderman
Mr Steven Steel Backhouse
Dr Everard Patrick Talbot Bennett
Dr Satyajeet Bhatia
Dr Sharon Blackford
Dr Robert Edward Bleehen
Dr Martin Bracewell
Dr Catriona Chalmers
Dr Sally Davies
Miss Indu Deglurkar
Dr Vivek Goel
Mr Simon Charles Hodder
Dr Christopher James

Dr Sara Hunt (deputy chair)

Dr Stephen Jolles
Dr Stephen Kelly
Dr Carol Llewellyn-Jones
Dr Penny Owen
Dr Simon Poulter
Dr Tony Roberts
Dr Stephen Marco Sarasin
Dr Ilona Schmidt
Dr Martha Scott
Mr Keshav Singhal
Dr Anders Roy Hargrave Skarsten
Dr Jean-Marc Soukias
Dr Asad Syed
Dr David Tilsley

Please contact Sarah Ellmes, secretariat for WCC, to find out more about the work of the committee and how you can get involved:

T: 029 2047 4604
E: sellmes@bma.org.uk
W: bma.org.uk/wcc
Update from Welsh consultants committee (WCC)

The consultant contract in Wales
WCC remains committed to the Welsh Consultant Contract and whilst we are keeping a close eye on developments in England, where there remains no contract offer on the table, there are currently no plans to renegotiate our contract - and we wish to continue to develop and improve areas such as job planning for consultants in Wales. As such, the Welsh Consultants Committee negotiators continue to meet with representatives from Welsh Government, Employers and other service representatives on a regular basis to discuss areas relating to terms and conditions of service. More widely, WCC members meet with stakeholders and represent the views of consultants at a range of external meetings and fora.

Outsourcing expenditure
WCC recently discussed the outsourcing of NHS services to the private sector, and has agreed to undertake some work in this area – including finding out how much each Health Board in Wales is spending on outsourcing a variety of services. WCC is working with the Welsh Local Negotiating Committee Forum to obtain this information and also to establish to what extent there has been clinical input into outsourcing decisions (as well as the effectiveness of those decisions in terms of delivery and impact on NHS services).

Seven day services
WCC has established a working group to define what even Day Services could look like in Wales and what would be required to deliver it. The group will consider the impact of consultants working seven days in other areas of healthcare, eg in diagnostics. WCC believes that the central objective of policy and decision-makers should be the delivery of safe services across seven days, and in looking at seven day working should prioritise emergency and urgent care.

Medical engagement survey
All Health Boards and Trusts in Wales have commissioned their organisations to take part in a Medical Engagement Survey, and WCC understands that some NHS organisations are now in receipt of the results for their areas. WCC has asked that LNCs across Wales ask their members to request and consider copies of these reports.

As medical engagement is a profession-wide issue, and fits in with the work done on the NHS Core Principles, Dr Philip Banfield as Chairman Welsh Council, has written to Dr Andrew Goodall Director General NHS on this matter. At the time of writing we are discussing next steps with the NHS confederation in order to secure measurable improvements going forward where needed.

Upholding professional standards in Wales
The new disciplinary procedure, “Upholding Professional Standards in Wales” (UPSW), for all medical and dental staff was agreed by NHS Employers and BMA Cymru Wales on 1 September 2015. As we reported previously, the new procedure replaces all previous medical and dental disciplinary procedures, and is the first time that each employed doctor will be treated in exactly the same way irrespective of where they work. UPSW is scheduled for review over the coming year.

Primary care clusters
WCC has been undertaking to find out more about primary care clusters in Wales and is encouraging consultants to engage with them to progress joint working with colleagues in primary care on areas such as patient pathways and improving communication between primary and secondary care. This is a new area of work which we will continue to progress.
Report from the Welsh committee for Public Health Medicine (WCPHM)

About us:
The Welsh Committee for Public Health Medicine Committee (WCPHM) represents all public health doctors in Wales.

The WCPHM normally meets three times a year to discuss all matters relating to public health medicine and those affecting public health physicians in Wales. The last meeting of every session is usually an open one, whereby any public health doctor working in Wales can attend – irrespective of whether they are a BMA member or not.

The WCPHM regularly engages with the BMA UK committee for Public Health Medicine and plays an active role in the annual public health conference, which is held each spring.

Our current membership for 2016-17 is:

Dr Michael Thomas (chair)
Dr Robert Leslie Atenstaedt
Dr Graham Peter Brown
Dr Ioseff Lilion Davies
Dr Ciaran Humphreys
Dr Dyfed Wyn Huws
Dr Joanne Mccarthy
Dr Stephen Paul Monaghan
Dr Mark Temple
Dr Nina Sunthankar Williams

Dr Marysia Hamilton-Kirkwood (deputy chair)

Please contact Nadia Hughes, WCPHM secretariat, to find out more about the work of the committee and how you can get involved:

T: 029 2047 4610
E: nhughes@bma.org.uk
W: bma.org.uk/wcphm
**Update from the Welsh committee for Public Health Medicine (WCPHM)**

**Electronic staff record**
Having raised concerns previously about inaccuracies in the electronic staff record (ERS) system, and although now most Members have access to the ESR system, WCPHM continues to monitor the situation and welcomes all feedback.

**Our space project**
The Public Health Wales NHS (Wales) Trust move went ahead in September 2016 to the new open plan office space in Capital Quarter, Cardiff. The committee continues to challenge the difficulties with open plan working and the teething problems that they have faced with IT following the transfer.

**Job planning**
The vast majority of Public Health Wales medical staff, and most managers, have now attended a job planning training session. Positive feedback has been received from both staff and line managers. We continue to work closely with Public Health (Wales) NHS Trust to ensure that timely job planning training is delivered to all consultants and managers.

**Public Health (Wales) Bill**
WCPHM has undertaken a significant amount of work to influence and help to shape the Welsh Government’s Public Health (Wales) Bill as it makes its legislative passage through the National Assembly for Wales. The Bill contains a number of provisions relating to alcohol, smoking, pharmaceutical services and nutrition — and as a direct result of our lobbying the Bill contains proposals to place Health Impact Assessments on a statutory footing, and currently enjoys cross-part supports; we hope to see this passed soon.

**National conference**
At the Annual Conference of Public Health Medicine, held at BMA House on 4 May 2016, three Motions from Wales were tabled on the Public Health Wales Bill, pensions and the use of the chemical Diacetyl in e-cigarettes.

**Committee meetings**
This session, the committee has considered a number of matters relating to public health in Wales and those affecting public health doctors. WCPHM also welcomed a number of visitors and speakers this session; including:
- Dr Tracey Cooper, Chief Executive of Public Health Wales
- Dr Frank Atherton, Chief Medical Officer
- Dr Stephen Riley, the Programme Director for C21 (an Undergraduate Medical Programme in Cardiff University School of Medicine).
- Dr Michael Thomas also recently met with Rebecca Evans AM, Minister for Social Services and Public Health, to discuss the role of the WCPHM and the challenges that the profession currently faces.
Report from the Welsh staff and associate specialist & speciality doctor committee (WSASC)

About us:
WSASC represents all staff, associate specialist and specialty doctors working in NHS Wales. The committee usually meets four times a year and consists of SAS doctor representatives from all Health Board areas in Wales.

It works closely and keeps in regular contact with the BMA’s UK SAS committee to ensure that they are informed of the situation in Wales and to work together to improve the working practices and environments of SAS doctors across the four nations.

Our current membership for 2016-17 is:

Dr Ram Kumar (chair)
Dr Anthony Emezie (deputy chair)
Mr Ahmed Mohammed Youssef Aly
Dr Dwijendra Baruah
Dr Julia Amanda Bignall
Dr Cosmin Dadvescu
Dr Jacob Daniel
Dr Tarek Elmagarbi
Dr Saad Mohamed Gabr
Dr Amer Jafar
Dr Julie Jones
Mr Jit Lodhi
Dr Malagamuwe Malagamuwa
Dr Ngombe Mbako
Mr Rajnesh Nirula
Mr Suresh Pandalai
Dr Shubha Pathadey
Dr Sita Rama Rao Podila
Mr Vishwanath Puranik
Dr Duvvoor Prathap Reddy
Dr Alex Rogers

Please contact Sarah Miller, WSASC secretariat, to find out more about the work of the committee and how you can get involved:

T: 029 2047 4610
E: smiller@bma.org.uk
W: bma.org.uk/wsasc
Update from the Welsh staff, associate specialists & speciality doctors committee (WSASC)

The SAS Charter was launched by the Cabinet Secretary in August 2016. The Charter ensures Staff and Associate Specialist (SAS) doctors in Wales are properly supported in the workplace and get the recognition they deserve.

The charter was jointly developed by BMA Cymru Wales, Welsh Government, NHS Employers and the Welsh Deanery, and sets outs the rights and responsibilities of SAS doctors and dentists and their employers. It also sets out the importance of employers taking a zero tolerance approach to bullying, harassment and victimisation to make Wales a better place to work.

The document is now being disseminated as widely as possible amongst colleagues. Work will be undertaken in 2017 to review whether the implementation of the Charter has had any effect on the experiences of SAS doctors – which is likely to involve undertaking a follow-up listening exercise and survey of SAS doctors in Wales.

The chairman and SAS Associate Dean undertook a series of job planning meetings early in 2016. This was to share best practice for job planning meetings and to promote the work of WSASC.

Elections to WSASC have been held over the summer and the committee has filled many of the vacancies so there is now good representation of SAS doctors from across Wales on the committee. The committee welcomed: Anthony Emezie, Lalith Malagumwa, Ahmed Aly, Cosmin Dadvescu, Saad Gabr, Jacob Daniel, Aloysius Ngombe Mbako, Vishwanath Puranik and Julia Bignall. Those who are no longer members of the committee, and who we wish to thank for their work in representing colleagues across Wales are: Shubha Pathadey, Anand Ganesan, Janet Harris and Bharat Shah.

The committee has elected a new Deputy Chairman, Dr Anthony Emezie from ABMU Health Board. He replaces Dr Prathap Reddy whose triennial period as Deputy Chair came to an end this year and whose dedication and insight helped to steer and guide the committee successfully over his period in post.

WSASC representatives have continued meeting Welsh Government and NHS Wales representatives through the SAS Reference Group meetings. Through this forum, work is being undertaken to increase the number of SAS doctors with signed job plans. The current figures of SAS doctors with signed off job plans is very disappointing, and will be reviewed again in six months’ time.
Report from the Welsh junior doctors committee (WJDC)

About us:
WJDC is committed to representing and acting upon issues that affect junior doctors in training in Wales. The committee works with, and regularly makes representations to, the Welsh Government, the Postgraduate Deanery and Local Health Boards on behalf of junior doctors in Wales.

We also work very closely with the BMA UK junior doctors committee on issues that impact on all junior doctors in the UK, such as the junior doctor contract, and also keep them informed of the particular matters relating to training and working in Wales.

We normally meet four times a year at the BMA Cymru Wales office in Cardiff Bay, and have an open door policy, whereby if you are a junior doctor in Wales come along to one of our meetings!

Our current membership for 2016-17 is:

Dr Bethan Roberts (chair)
Dr Aled Jones (deputy chair)
Dr Waheeb Al-Azzani
Dr Maimoona Ali
Dr Joseph William Boylan
Dr Josephine Brown
Dr Rebecca Louise Cushen
Dr Adam Dallmann
Dr Joseff Lilion Davies
Dr Vikram Devalia
Dr Jonathan Dyson
Dr Elizabeth Farr
Dr Jade Alice Harrison
Dr Zartash Javaid
Dr Rakan Kabariti
Dr Holly Kirk
Dr Julia Rose Kramer

Dr Hayley Jayne Lawrence
Dr Kyung Min Lee
Dr Juliette Elisha Lewis
Dr Ritu Amabel Nirula
Dr Eu Lee Seow
Dr Nicholas Matthew Swetenham
Dr Michael Albert Taliercio
Dr Natalie Jayne Thomas
Dr Harmony Ubhi
Dr Anto Eric Varughese
Dr Rachel Wallace
Dr Anna Charlotte Louise Williams
Dr Hywel Williams
Dr Nicholas Williams

Please contact Lynn Steer, WJDC Secretariat to find out more about the work of the committee and how you can get involved:

T: 029 2047 4625
E: lsteer@bma.org.uk
W: bma.org.uk/wjdc
Update from the Welsh junior doctors committee (WJDC)

Key areas looked at this session include:

- Junior doctor contract issues in England and the possible implications in Wales have dominated many of the WJDC meetings this year. In Wales, we are fortunate that the Welsh Government has made a commitment not to impose any new contract in Wales, and that WJDC has a positive relationship with Welsh Government. Dr Bethan Roberts, WJDC Chair, sends regular e-newsletters to the wider membership to engage views on this topic and the committee recently undertook an all-member survey of views on a range of topics including on priorities for any future contract negotiations.

- This session the Junior Doctor Reference Group (JDRG) has been reinstated. JDRG provides the reporting structure for the Monitoring Scrutiny Group and the Accommodation Review Group. It is the only forum in Wales at which junior doctor issues (other than training) can be discussed with Welsh Government and health board representatives.

- The Monitoring Scrutiny Group has agreed to address WJDC’s concerns regarding the proposed re-definition of natural breaks that had been included in the re-drafted All-Wales Monitoring Process.

- The Accommodation Review Group is about to be reconstituted to review reports on the standards of accommodation in Wales. The standards were agreed and introduced in 2012.

- Following lobbying about the consequences that the proposed new definition of 'base' that was included in the draft Trainee Relocation Policy, would have on some juniors, NHS Employers agreed to review their proposals. At the time of writing the existing provisions remain; we will notify you of any changes.

- Over the next session WJDC has agreed to undertake work to promote the support available for junior doctors experiencing mental health issues, as well as seeking single lead employer arrangements for hospital trainees (GP registrars are already subject to these arrangements).
Report from Welsh medical students committee (WMSC)

About us:
The WMSC represents medical students at Cardiff and Swansea Universities and acts upon all matters affecting their interests. It does this by informing, lobbying, liaising and where appropriate collaborating with the Welsh Government, Cardiff and Swansea medical schools, health boards and the Wales Postgraduate Deanery.

The committee also works closely with BMA Welsh council and the UK medical students committee (MSC).

WMSC normally meet four times a year at the BMA Cymru Wales’ office in Cardiff Bay.

Our current membership for 2016-17 is:

Paul McNulty (chair)

Kaustubha Raman (deputy chair)

Cardiff 1st Year Reps
Swansea 1st Year Reps
Cardiff 2nd Year Reps
Swansea 2nd Year Reps
Cardiff 3rd Year Reps
Swansea 3rd Year Reps
Cardiff 4th Year Reps
Swansea 4th Year Reps
Cardiff 5th Year Reps
Intercalating Rep

Adanna Anomneze-Collins, Jennifer Pitt,
Damien Drury, Rebecca Williams
Anastasia Donnir, VACANCY
Vanessa Awong Eya’a, Harry Drew
India Corin, Rhiannon Murphy Jones
Marianne Broderick, Lucy Watkins
Lorenzo Giacci, Sruthi Gnanasubramanian
Hannah Gregson, Isobel Giblin
Harriet Beeching, Ashley Medcalf
Camilla Selous

Please contact Lynn Steer, WJDC Secretariat to find out more about the work of the committee and how you can get involved:

T: 029 2047 4625
E: lsteer@bma.org.uk
W: bma.org.uk/wmsc
Update from the Welsh medical students committee (WMSC)

WMSC has engaged with the review of higher education funding and student finance arrangements in Wales. It was carried out by a review panel chaired by Professor Sir Ian Diamond. At the time of writing the Welsh Government has indicated that it will implement the Diamond package with only minor modification. They say this means the average Welsh student could receive £7,000 a year in grant support, with pro-rata support for part-time students.

The maximum level of support available is expected to be more than £9,000 a year for those studying full-time if implemented in 2018-19. The Welsh Government has also decided to set the upper threshold for those eligible for means-tested support at £59,200. This would mean 70% of Welsh students will be eligible for some form of means-tested grant support, in addition to a universal £1,000 grant. Around 35% will be eligible for the maximum grant. We continue to engage on this important topic.

WMSC has been calling for the introduction of accredited Immediate Life Support (ILS) training at both Cardiff and Swansea medical schools. Currently, Cardiff medical school has agreed to introduce this while the committee continues to press Swansea medical school to make the same commitment.

Areas which WMSC will take forward over the coming months include: widening participation in medical education; looking at the standards of accommodation at the University Hospital of Wales in Cardiff; pursuing the provision of communication skills teaching to support interactions with patients who have learning disabilities and the reimbursement of travel expenses policies at Cardiff and Swansea.

The WMSC website will be regularly updated on how such areas are progressed by the committee — and if any medical students wish to get involved in the work of the committee then please get in touch by using the contact details below.

The BMA Cymru Wales Medical Students facebook page is also regularly kept up to date and is a good way of engaging with other students across Wales.
BMA divisions

Local medical committees

Local negotiating committees and LNC forum
All BMA members belong to a local division. These bodies provide an opportunity for members to discuss issues that impact on all branches of practice and to debate local matters with other members in the area.

**Honorary secretaries for each division:**
- Cardiff and the Vale of Glamorgan: Dr Sanjiv Banerjee
- Clwyd North: Dr Julie Jones
- Gwent and South Powys: Dr Vincent Staples
- Mid Glamorgan: Mr Raj Nirula
- North West Wales: Professor Michael Rees
- West and South West Wales: Dr Catherine Burrell
- West Glamorgan: Dr Sharon Blackford
- North East Wales: Dr Farookh Jishi

For more information please contact:

**Nadia Hughes**
**T:** 029 2047 4610
**E:** nhughes@bma.org.uk
Local medical committees (LMC)

There are five LMCs in Wales, each representing GPs within their areas. LMCs are independent statutory bodies which offer professional advice to GPs, NHS bodies and Health Boards. The LMC conference takes place annually, and locally LMCs hold various social and educational events throughout the year.

Please contact your LMC committee chairs to find out more:

North Wales LMC
Dr Eamonn Jessup
E: northwaleslmc@yahoo.co.uk
W: northwaleslmc.co.uk
T: 01745 825780

Dyfed Powys LMC
Dr Owen Cox
E: janet.k.powell@btinternet.com
W: dyfedpowyslmc.co.uk
T: 01597 860565

Bro Taf LMC
Dr Akram Baig
E: brotaflmcltd@btinternet.com
W: brotaflmc.org.uk
T: 02920 899381

Morgannwg LMC
Dr Nimish Shah
E: morgannwgllmc@btconnect.com
W: morgannwgllmc.org.uk
T: 01792 815954

Gwent LMC
Dr Debbie Waters
E: vcgwentlmc@btconnect.com
W: gwentlmc.org.uk
T: 01495 764455
Local negotiating committees (LNCs) are established in each Health Board and Trust in Wales, where doctors are employed. They make sure that the voice of doctors is heard in the workplace and that the interests of the profession are protected in local negotiations.

The Welsh LNC Forum meets three times a year to discuss all Wales issues. It consists of representatives from each LNCs, see overleaf for details.

LNC committee chairs:
Betsi Cadwaladr University HB
Powys Teaching HB
Hywel Dda University HB
Abertawe Bro Morgannwg University HB
Cwm Taf University HB
Aneurin Bevan University HB
Public Health Wales NHS Trust
Velindre NHS Trust
Cardiff and Vale University HB

For more information, or to get involved in your LNC, please contact:

Julie Thomson
T: 029 2047 4624
E: jthomson@bma.org.uk
Welsh local negotiating committee forum (WLNCF)

The Welsh LNC Forum is made up from LNCs across Wales, it comes together to:

– Co-ordinate and support the work of individual local negotiating committees
– Gather information on each employer’s approach to engaging doctors
– Issue guidance to Local Negotiating Committees on relevant topics

Dr Simon Poulter (chair)  Dr Rob Bleehen (deputy chair)

WLNCF meets three times a year to discuss issues of relevance and those affecting individual local negotiating committees. Usually, the same issues are being faced across Wales and it is helpful to adopt a common approach, share best practice and agree a workable way forward.

The committee consists of the chair from each local negotiating committee and two additional representatives from each LNC. The WLNCF chair is also a member of Welsh Council.

LNC members are often experienced colleagues and given their representative position, colleagues may approach them to seek advice and guidance who are encountering issues in their working or private lives.

In response to this, a ‘Doctors in Difficulty’ training course was held earlier this year with representatives of Aneurin Bevan LNC to help them to be able to assist doctors who run into problems in their working lives.

LNC Forum felt that it may be useful to help give LNC members some support to be able to help colleagues. The training was delivered by the head of the BMA’s Doctors for Doctors counselling service and was very well received by those who attended. Further training for LNC members in other health boards is being planned.

Please contact Sarah Miller, WLNCF Secretariat, to find out more about the work of the forum and how you can get involved:

T: 029 2047 4610
E: smiller@bma.org.uk
This year in numbers
Combined, the branch of practice committees in Wales meet around **70 times every year** (this excludes any ad hoc working groups and external meetings!)

1,243 members in Wales contacted the BMA in 2016 with employment related queries; 370 of those required the support of our dedicated team of employment relations specialists who advise on terms and conditions of service, take up issues with employers and represent members in disputes and disciplinary hearings.

**New cases in Wales in 2016, shown by main branch of practice:**

- Consultants
- GPs
- Juniors
- SAS
- Other

The five GP negotiators, in addition to GPCW, currently sit on **64 external groups and forums** with stakeholders

**208 doctors and medical students** make up the combined membership of Welsh council and the branch of practice committees

**22 local events** with medical students and junior doctors were organised by **BMA Cymru Wales** from February to October this year

**F1 Inductions** were held in **nine hospitals** across Wales over **four days** during the summer

The BMA Cymru Wales Blog ‘**A day in the life of a SAS Doctor**’ attracted **1,442 views**, whilst ‘**Pride and prejudice in the Valleys**’ attracted **2,457 views**

Combined, **local negotiating committees** (LNCs) across Wales met with Health Boards and Trusts **over 50 times** in 2016; these meetings involved over 100 doctors working in a variety of roles, specialties and settings.

At the beginning of November **BMA Cymru Wales** had been mentioned **30 times** in the Fifth National Assembly (all positive)!

**BMA Cymru Wales** represents and negotiates on behalf of all doctors and medical students in Wales, with a **membership** of over **7,500**
This year in pictures
GPs voting at the Welsh LMC conference 2016

Dr Phil Banfield on Newsnight

Dr Phil White on Newyddion 9 The Wales Report on the WGPC survey

BMA Cymru Wales 2016 hustings events

Clinical Teacher of the Year 2016 winners

Launch of Growing up in Wales report

BMA Cymru Wales stand at an F1 induction event

Welsh conference of LMCs 2016

Winners of the 2016 Sherman Fund

Dr Nirula and cabinet Secretary at SAS Charter launch

Rhun Ap Iowerth AM signing our urgent prescription campaign
Preparing for Work

Will you…?

– be working as an F1 in Wales and want to know more about the terms and conditions of your contract?
Or
– be working in England as an F1 and are uncertain about what contract will apply to you?

Then attend the Preparing for Work seminar hosted by the BMA.

Find out more about what you can expect when you commence work in your F1 year.

Date: Friday 29 April 2016
Time: 11:45
Location: Michael Griffiths Lecture Theatre, UHW

This event is for students in their final year who are getting ready to start work in the summer.

Get ready for SJT

How are you preparing for the SJT?

While there isn’t a magic formula when it comes to getting the questions right, there are definitely common themes, tried and true practice methods and lessons to be learnt from others who have sat in previous years.

So come along to this interactive 1 hour session and make sure you’re doing everything you can to prepare yourself for this challenging test.

When: 5pm, 9th November 2015
Venue: Room G248, Swansea Medical School, Grove Building

Speaker: Katie Dallinson, Medical Careers Consultant, British Medical Association

Female Genital Mutilation: what, where, why?

Your Responsibilities

Speakers:

Rebecca Mussell
Senior Ethics Adviser, BMA

Dr Summia Zaher
Clinical Lecturer, Obs & Gynae, UHW

Free event for all students

Refreshments will be provided

Please register your attendance by emailing us at obstetricsandgynaecology@swansea-union.co.uk

Tuesday 2nd February 2016
6:30 pm
Grove Building, Swansea Medical School, Room G248

In conjunction with Swansea University Obstetric and Gynaecology Society

Above: a selection of images from the BMA Cymru Wales blog and twitter.
Contact details

The BMA exists to support its members in their professional lives. If you are a BMA member with an employment query contact our advisers, they are here to help you:

BMA employment advisers
0300 123 1233

To discover how to get in touch with us and to learn more about the full range of benefits available to BMA members visit: bma.org.uk/contact-bma

To make a general enquiry, to give us your views or to share any feedback you have with us please contact:

Rachel Podolak
National director, Wales
T: 029 2047 4646
E: bmawales@bma.org.uk

Alternatively any enquiries on matters relating to BMA policy, BMA committees, media or public affairs activity in Wales should be directed to the relevant contact below:

Lucy Merredy
Head of policy and committee services
T: 029 2047 4620
E: lmerredy@bma.org.uk

Carla Murphy
Head of media and public affairs
T: 029 2047 4626
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