Welcome from the SJDC chair

Welcome to the BMA Scottish junior doctor committee (SJDC) July 2018 newsletter.

SJDC represents and works on behalf of all junior doctors in Scotland on terms and conditions of employment and education and training matters. It is made up largely of representatives from the RJDCs (regional junior doctors committees) in Scotland.

This edition will give an overview of the work of SJDC over the 2017-18 session, representing the views of junior doctors in Scotland on a variety of issues to improve their working lives.

It is important we continue to hear the views of as many of our junior doctor members as possible and I would encourage you to get involved with your RJDC who hold regular meetings in your area and feed into the work of SJDC.

Please share this newsletter with your colleagues and stay in touch with us via Twitter, Facebook, the BMA website or by email to Chair-SJDC@bma.org.uk.

All the very best in your future training and careers,

Adam Collins, BMA SJDC chair

Improving the working lives of junior doctors

SJDC continues to work with the Scottish Government, NHS employers and NES (NHS Education for Scotland) to improve the working lives of junior doctors and to ensure that working and training in NHS Scotland is as attractive as possible. In particular, we’ve prioritised reaching agreement on issues that affect junior doctor health, wellbeing and safety.

Post-nights recovery for Junior Doctors

SJDC have reached agreement with the Scottish Government and Health Boards that by August 2019 all junior doctor rotas in Scotland will include a minimum 46 hour recovery period from the end of a run of night shifts before returning to work.

Being a junior doctor can typically involve working patterns that can lead to sleep deprivation and fatigue, affecting your health, well-being and performance. While the adverse effects of night working cannot be fully eliminated, they can be mitigated with appropriate rest and securing this agreement will make a significant difference to the working lives of junior doctors.

SJDC continues to raise awareness of the effects of fatigue among employers and its effects on individual doctors and patients.

The BMA has developed work to support doctors in managing concerns around fatigue, sleep deprivation, wellbeing and working patterns – you can find out more about this on our website at: www.bma.org.uk/impactoffatigue
**Improving facilities for junior doctors**
Provision of rest and catering facilities for junior doctors varies across Scotland, but is generally inadequate, undermining the wellbeing of junior doctors. Often, there are no means for junior doctors to access hot meals during night shifts and nowhere for junior doctors to rest after night shifts if they are too tired to drive home safely.

Improving the rest and catering facilities for all junior doctors is a priority for SJDC and we will keep you updated with progress of our continuing discussions with Scottish government and NHS employers on this issue.

**Improving work life balance for junior doctors**
Supporting the work-life balance of junior doctors should be given greater priority when rotas are being designed.

SJDC are exploring with the Scottish Government and employers ways in which fixed annual leave can be reduced or eliminated, and have called for leave to be guaranteed to juniors to attend significant life events.

Discussions are ongoing and we hope to be able to give you news of further progress soon.

**FY shadowing and induction**
Changeover day is fast approaching, and shadowing and induction days will commence for new FY doctors in the days leading up to this. If you are one of our new colleagues taking up an FY1 position in Scotland shortly, the BMA and SJDC welcomes you and wishes you all the best.

It is important that you make sure you are aware of the induction and shadowing programme of your Board, and are clear in advance which days are mandatory and which are voluntary. SJDC has worked with the Scottish Government to ensure that FY doctors are paid for every mandatory day of induction and shadowing worked.

If you find you have not been paid for one of the days where your attendance was mandatory or have any queries on induction or shadowing, please contact the BMA for advice and support.
Moving post in August?
Use the BMA contract checking service – a free and valuable membership benefit that doctors at all stages of their career can benefit from.

To make sure your contract is correct, contact the BMA free contract checking service on 0300 123 123 3 or email: support@bma.org.uk

Is your payslip correct?
We would all notice if our pay didn’t arrive in our bank account each month, but are you getting paid the correct amount?

Payslips are notoriously hard to understand, check the BMA website for guidance on what to look out for: www.bma.org.uk/juniorspayslipexplained

Hours monitoring made easier
We at SJDC have been working with the Scottish Government to improve the hours monitoring process for junior doctors working in Scotland. We have created joint monitoring guidance to ensure that a fair and consistent approach is taken by all NHS health boards in Scotland. The guidance aims to remove barriers to accurately recording the hours that junior doctors work – for example, it advises employers that a consultant signature is not required on monitoring forms.

Monitoring is important to ensure that you are not breaching limits on safe working hours and that you are on the correct banding allocation.

You can view the guidance and supporting infographic for juniors on the monitoring process here: www.bma.org.uk/jdscotland
Lead employer for junior doctors

From August this year, all junior doctors on a training programme will have a single lead employer for the duration of their training. Currently junior doctors are employed by different NHS Boards as they progress through different placements. Under new arrangements, junior doctors on training programmes will be employed by one of four employer health boards – NHS Grampian, NHS Greater Glasgow & Clyde, NHS Lothian, or NHS Education Scotland – determined by their region or national training programme.

This means that junior doctors will be issued with a contract of employment for the duration of their training programmes – your contract of employment and delivery of payroll will now be held by a single health board. Moving on to a placement in another health board (known as placement board) will now not change the board that holds your contract of employment or which pays your salary.

This new approach brings many benefits to junior doctors and SJDC hope that introducing these new arrangements in Scotland will serve to promote Scotland as an attractive place to train and work. Some of these benefits include:

- Continuous service with one employer will make it easier for junior doctors to maintain access to employee benefits, such as childcare vouchers
- Less administration and duplication of information needed in relation to occupational health services, disability adaptations, and completing PVG checks
- More straightforward for junior doctors to apply for mortgages and other financial products and reduce tax coding errors
- Fewer payroll errors when moving between placements and health boards

FAQs on the move to single lead employer have been prepared by NES to provide more information: [http://hub.nes.digital/lead-employer-arrangements/lead-employer-faqs](http://hub.nes.digital/lead-employer-arrangements/lead-employer-faqs)

The move to lead employer arrangements will be a significant task for health boards to prepare for. As always, the BMA stands fully ready to assist any members who have employment-related queries or encounter problems. Members can get in touch on 0300 123 1233 or by emailing support@bma.org.uk — remember that our advisors can answer simple questions and queries, as well as helping you solve more complex problems, navigate contracts and terms and conditions, or raise issues with your employer face to face or in writing.
Reflection, raising concerns and working in a system under pressure

The BMA has been at the forefront of the profession’s response to the recent anxieties around reflection, raising concerns, and Gross Negligence Manslaughter. The BMA is working closely with the GMC with the aim of identifying ways in which systems could be improved for the benefit of all our members. The BMA is working to ensure there is a proper UK-wide consideration of the Norman William Review and is a key stakeholder in the GMC’s UK-wide review, led by Dame Clare Marx, of the laws on gross negligence manslaughter and culpable homicide and how they are applied to medical practice, reflecting the different legal and healthcare system in Scotland and the rest of the UK. As part of the Marx review, BMA junior doctor representatives will attend workshops hosted by Dame Clare Marx being held in Edinburgh on 2 October 2018.

For more information on the work of the BMA in this area: www.bma.org.uk/grossnegligence

Whistleblowing protection for junior doctors

SJDC have secured agreement with NHS Education for Scotland (NES) and the Scottish Government added legal protection to junior doctors who raise concerns about patient safety. This agreement extends the legal protection whistleblowing junior doctors can expect from an employer, to cover them from any potential detriment from NES.

Whistleblowers were already protected from unfair treatment by employers, and this agreement means that any junior doctor whistleblower facing unfair treatment from the national training body, NES, will be able to seek legal redress.

Join the BMA

Individual advice about particular circumstances can only be offered if you are a BMA member. There are 160,000 reasons to be a BMA member – be one of them. If you’re not a member contact the BMA today.

Try free until 30 September bma.org.uk/join-us

Update your details
We want to keep in touch with you so it’s important for you to keep your BMA membership and personal and place of work details up to date.

It’s easy to do, you can log in to the BMA website www.bma.org.uk/contact-bma and update your details online or email: info.pow@bma.org.uk

Keep in touch
Find us on Twitter @BMAScotland and Facebook www.facebook.com/bmascotland