

“The BMA, NHS Employers and the Department of Health and Social Care are pleased to confirm that the amended version of the 2016 junior doctor contract they have negotiated has been overwhelmingly accepted, with 82% of respondents voting in favour of the amended contract. The outcome of the vote has now been formally ratified by the BMA junior doctors committee at their meeting on 2 July. This marks the end of the 2018 review process and brings the BMAs’ dispute with government concerning the introduction of the 2016 contract to a close, now that the amended 2016 terms and conditions has been accepted by the BMA on behalf of all junior doctors in England. The parties will continue to work together to finalise the implementation timetable for these changes, and ensure that appropriate pay protection is available to those trainees in England still substantively employed on the previous 2002 contract who would move over to the 2016 contract.

All parties are pleased that the joint negotiating committee for juniors (JNCJ) can now resume routine quarterly meetings to collectively maintain this contract going forward, focusing in the coming year on delivering the various guidance projects and working groups committed to as part of the negotiated deal.”

Pay protection arrangements

The parties have agreed that pay protection for trainees who currently remain on the 2002 contract will use and update the 2016 transitional schedule to ensure that these trainees can move to the 2016 terms in a fair and equitable manner, which ensures they will not earn less than they did prior to transition. These updates will be for those transitioning onto the new amended contract and will not affect those who transitioned in 2016/17 under the existing protection arrangements.

Further detailed work is taking place to ensure that the different mix of individual circumstances in affected groups is properly addressed, and this is reliant on accurate information on those doctors to whom this applies. A data collection exercise is underway which will support discussions between NHS Employers and the BMA junior doctors committee. The parties have committed to ensure that an agreement in this regard will be reached by early October 2019.