Welcome from SJDC

Here is the latest newsletter, providing an update to juniors in Scotland on main issues that Scottish Junior Doctors Committee (SJDC) have been discussing.

We're fast approaching our new meeting session 2015-16 and I would encourage you to get involved with your BMA, participating in your local RJDC, get involved with the work of SJDC and keep in touch with us!

Please circulate this newsletter as widely as possible and stay in touch via Twitter, Facebook and BMA website.

Bma.org.uk/Scotland
@BMAScotland

Best wishes

David Reid, Chair of SJDC

New junior doctor contract

Contract negotiations stalled, following over a year of talks with juniors, over concerns of safety for patients and doctors not being effectively considered by NHSE. The DDRB (Doctors' and Dentists' Review Body) were directed to consider all evidence relating to contract negotiation talks for junior doctors and consultants. The BMA submitted their first written evidence for consideration by the DDRB for their special remit on contract reform in December last year. Follow-up points were addressed in the BMA's supplementary evidence to the DDRB. On 16 July 2015, the DDRB report was published. The BMA press release in response to the DDRB report notes disappointment that many of the recommendations fall short of what the BMA had proposed.

Key point summary of DDRB report and for latest updates

The BMA will be in touch with juniors to keep you up-to-date with the latest developments around the DDRB report.

Get involved. Tell us your story.

#juniorscontract communities.bma.org.uk
End of seven night shifts for juniors

Junior doctors are no longer expected to work seven consecutive night shifts in a row, with effect from February this year. In lobbying the Scottish Government about the effects of shift-working on the health and performance of junior doctors, SJDC were given the commitment from the Scottish Government that health boards will be expected to reduce long stretches of days on duty – a limit of seven days in a row by 2016. SJDC welcome the Scottish Government’s intention to provide safer working conditions for trainees, whilst acknowledging concerns from both trainees and other hospital grade doctors over potential unwelcome side-effects if this rule were to be applied strictly. SJDC will work with the Scottish Government and health boards pressing for a pragmatic approach to be taken on the implementation of seven days and for safe and sensible rotas in Scotland.

Read the article here

Removing barriers to monitoring of junior hours

SJDC have raised concerns on barriers to accurate monitoring of juniors doctor working hours and how improvements could be made to the monitoring process. The Scottish Government announced it would work with NHS Boards in Scotland to ensure a more simplified and cohesive monitoring process of trainee working hours, and removal of barriers to ensure accurate recording and monitoring. This includes some Boards’ requirement of a consultant signature sign-off that is solely used during monitoring periods. NHS Boards have also been instructed to ensure that all staff have access to appropriate rest facilities, where they can rest during and after their shifts.

SJDC is represented on the New Deal Plus Group, that has been set up to explore the development of a standardised monitoring process in Scotland, identifying best practice, and ensuring that actions agreed upon with SJDC and MSG (Management Steering Group) are progressed to improve the working lives of junior doctors.

If you have any issues around monitoring, or monitoring is not taking place, please contact your local BMA representative.

Read SJDC guidance for LNCs on monitoring

Scottish Junior Rota Survey

A BMA Scotland trainee rota survey was launched in May to find out about trainee experiences in relation to their rotas. The survey went live from 5 May and closed on 26 May 2015.

Thank you to all those who responded! We’re now looking at the results and it is anticipated that information gathered will be used in discussions with relevant NHS employers locally to improve working conditions for junior doctors across Scotland.
FH01 Shadowing and Induction

SJDC were involved in agreeing national arrangements for the FH01 shadowing and induction programme in Scotland introduced for 2013 and beyond.

For all current FY1 in August, Shadowing and Induction arrangements should comprise of a minimum 4 day remunerated programme divided approximately 50/50 between a (classroom) Induction Programme and clinical Shadowing for current FY1. At least 50% of the Induction/Shadowing programme period should be spent in shadowing.

The FY1 Induction/Shadowing Arrangements and Changeover Dates for this year are set out in the Director Letters – DL (2015) 12 and DL (2015) 13 and are available on the SHOW website

For more information on shadowing and induction please see the BMA website.

Improving care and training at trainee changeover dates

A number of agreed principles of actions have been agreed to be delivered within NHS Scotland during trainee changeover periods. The Academy of Medical Royal Colleges 2013 report – Recommendations for safe trainee changeover – outlined recommendations for minimizing the detrimental effect on patient care during changeover periods; ensuring trainees are well supported. These recommendation for action were endorsed and issued to NHS Boards in Scotland.

1. Consultants should be appropriately available
2. Flexible and intelligent rota design
3. High quality clinical induction on all units
4. Reduction of elective work at changeover times

SJDC pressed for the need to recognise that changeover periods can inadvertently lead to a succession of shifts running through the changeover that exceed New Deal/EWTD requirements. It has been recognised that this should be avoided and that consideration should be given to appropriate compensatory rest for junior doctors.

Know your contract and your rights during the changeover period
European Working Time Directive for juniors
Contract checking for juniors

Before starting work, you should be provided with an employment contract and details of your employment conditions. It is important that you have your contract reviewed to ensure that it confirms to national standards agreed between the BMA and Government.

The BMA contract checking service is free and is a valuable membership benefit that junior doctors and doctors at all stages of their careers 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

Foundation programme oversubscribed for the fifth time

The UKFPO (UK Foundation Programme office) confirmed in October last year that there was an excess of applicants to Foundation Programme posts starting in August 2015. On 5 March 2015, 352 applicants were placed on a reserve list to be allocated in batches on set dates, as vacancies arose. All reserve list applicants have now been allocated for the Foundation Programme 2015. This is the fifth consecutive year that the programme has been oversubscribed, and the BMA have re-stressed the need for a workable long-term solution to this problem.

For more on the Foundation Programme and Read the BMA view

Future of postgraduate medical training

The Shape of Training Review Report was published in October 2013, providing recommendations to reform the future of postgraduate medical training across the UK. The BMA have concerns over a number of the recommendations including: shortening the length of training, moving the point of full GMC registration and moving from the current CCT to CST. The BMA has submitted a consensus statement, together with 14 other doctors associations in the UK, highlighting our concerns about the Review of medical education and training.

Read the statement here and share your views
Keep up on latest news with Shape of Training Review

BMA Scotland is represented on the Scottish Shape of Training Implementation Group (SSTTIQ) and sub-group Scottish Shape of Training Transition Group (SSTTG). At a UK –level, the BMA are represented on the UK Shape of Training Steering Group. The BMA have been coordinating its approach to the Shape of Training Report and its implementation, working closely with SJDC, other branches of practice. The BMA held two deliberative events in March 2015, in London and Edinburgh, to hear the views of grassroot members on the proposed Review reforms, and on training and development more generally. In addition to this, the BMA issued a consultation document to members via the BMA website to develop a vision for undergraduate and postgraduate training for all doctors in the UK. The vision document was presented with an open debate at the ARM in June this year. ARM 2015 Training and development vision document.
How could future training differ?

Shape of training

**Current training vs Possible future training**

Doctors spend between 3 and 8 years in specialty training to become a GP or hospital consultant

Doctors would spend 4 to 6 years in broader "theme-based" programmes

At the end of their training, doctors receive a CCT (certificate of completion of training)

Doctors will receive a CST (certificate of specialty training)

A CCT is a milestone marking the end of formal training but doctors are expected to maintain and refresh their training through life-long learning.

A CST will mark the end of more generalist training. Doctors who want to specialise further will need to complete credentials. But these will only be offered according to local employer needs.

Large numbers of doctors become fully-qualified specialists, capable of delivering the best possible outcome for patients.

There are likely to be lower numbers of highly-trained specialists but more generalists. Aspects of higher specialist training may only take place according to local population needs rather than national workforce planning.

Have your say on the Shape of Training Review
Junior Doctors Conference 2015: Our Time is Now
The 2015 conference took place on Saturday 16 May at BMA House, London.

Watch all debates and see which motions passed at the conference

Get involved with your BMA

Support your RJDCs
Getting involved at a local level also provides an opportunity to get involved at a national level as each year RJDCs nominate representatives to the Scottish Junior Doctors Committee (SJDC). If you would like to go along to your RJDC contact your local RJDC Chair and find out when next meeting dates are. Find out about your Regional Junior Doctors Committee

Visit SJDC
The next meeting date of SJDC is Thursday 10 September 2015. Come along to the next meeting as a visitor and meet SJDC reps. Find out more and how to get involved

Maternity Pay – your rights
If you are a trainee considering starting a family or are pregnant you are advised to contact the BMA for individual advice as soon as possible. It is important that you get information on your rights and what you can expect particularly in relation to your individual maternity and paternity pay and leave.

Contact a BMA adviser for individual advice on 0300 123 1233

Useful links for juniors
Travel and relocation expenses
Tax Claim form
BMA library
BMA Careers

Have a query?
If you are a BMA member with an employment query contact our advisers, they are here to help you.

How to contact the BMA:
Call 0300 123 1233
Email support@bma.org.uk
bma.org.uk

Web chat live with a BMA advisor today!

If you’re not a BMA member, you can join today! Individual advice about your particular circumstances can only be offered if you are a BMA member.