After many months of negotiation and action by junior doctor across England, the BMA and UK Government reached agreement on new contract terms for junior doctors working in England. Considerable progress has been made over the last stage of talks, with both sides showing a strong determination to resolve the outstanding issues and agree a contract that will deliver for patients, junior doctors and the long-term future of the NHS. The full contract will be published by 31 May and a referendum will follow to seek BMA members’ views on the contract.

Throughout recent months, the Scottish Government has stated that it will continue to honour the existing terms and conditions of the current junior doctor contract. They have also stated that any move towards a new junior doctor contract will only happen when the time is right and on the basis of principled negotiation, having ruled out imposition in Scotland. We at SJDC will continue to work with the Scottish Government whilst watching developments in the rest of the UK closely.

Get the details and key dates on the BMA website.
End to rotas with seven days in a row

Junior doctors in Scotland are no longer expected to work more than seven days in a row, as of February 2016. This follows on from our joint work with the Scottish Government to create safer working patterns by ending rotas with more than seven nights in a row, from February 2015.

We welcome the Scottish Government’s intention to further improve junior doctors’ working conditions by reducing long stretches of working days. However, we have relayed concerns raised by junior doctors and other hospital grade doctors that there may be some unexpected, unwelcome side-effects to strictly applying this rule, particularly in terms of patient safety, training opportunities and work-life balance.

We are working with the Scottish Government to ensure that these rules are applied in a safe and sensible manner and have asked the Scottish Government to carry out a review of the impact these new rules have had on the quality of junior doctors’ working patterns.

Making monitoring easier

We at SJDC have been working with the Scottish Government to improve the monitoring process for junior doctors working throughout Scotland. We have created joint monitoring guidance aimed at employers, to ensure that a fair and consistent approach is adopted across all NHS health boards in Scotland.

The guidance aims to remove barriers to accurately recording hours of work – for example, it advises employers that a consultant signature is not required on monitoring forms. The guidance will be available on the BMA website when it is published later this month.

E-rostering

The Scottish Government are currently trialling a new electronic method of designing junior doctor rotas, with the aim of introducing a consistent and safe approach to all NHS Scotland health boards.

The e-rostering pilot began in NHS Grampian and the intention is for the pilot to be extended to all health boards by summer 2016. SJDC reps have been closely involved in the NHS Grampian pilot and initial impressions are generally positive – the software has the potential to maximise flexibility for trainees whilst ensuring working patterns remain safe.

However, we have also given some suggestions on ways to improve the functionality of the software. It’s vital that junior doctors’ voices are heard to ensure the system works for you.

If an e-rostering pilot is happening in your health board, please get involved and let us know what you think by emailing kharper@bma.org.uk.
Support during training

SJDC have been helping NES (NHS Education for Scotland) and NHS Scotland Employers establish a Performance Support Unit (PSU) – a way to provide pro-active, high quality support to trainees in Scotland who are experiencing training difficulties.

It will be implemented across all NHS boards in Scotland and replace the Trainee Performance Advisory Group (TPAG) to provide a more consistent, efficient and effective approach to support trainees in difficulty. It is hoped that the PSU will be up and running by summer 2016.

Changes to postgraduate medical training

Shape of Training is an independent review into ways in which postgraduate medical training could be changed to meet the future needs of patients and health services. The Shape of Training report, published in October 2013, made a number of recommendations as to how UK medical training could be changed.

The BMA understands the need to change medical training to meet the demands of an ageing population but is concerned with some of the proposals set out in the report. We are ensuring that these concerns are heard through our ongoing representation on Scottish and UK Shape of Training groups. Read more about these concerns.

The BMA has published its vision for pre and postgraduate medical training, to build on the issues raised in the Shape of Training report. Our training vision considers future patient need and also understands the need to produce motivated, compassionate and effective doctors. Read more about our vision.

The GMC are considering a new process called credentialing to recognise doctors’ capabilities in particular areas of practice, with the focus on areas that aren’t currently covered by the CCT. The GMC carried out a consultation in 2015, to which the BMA contributed. The GMC council met to discuss the consultation outcome in April 2016 and a report is expected shortly. Read more about the consultation on the GMC website.

UK foundation programme oversubscribed

The UKFPO (UK Foundation Programme office) confirmed in October 2015 that the Foundation Programme was oversubscribed for the sixth year in a row. All applicants were ranked in score and the top 7,097 were allocated to posts on 3 March 2016. The remaining applicants were placed on a reserve list and will be allocated to posts in batches, on 25 May and 22 June, when vacancies arise through applicants withdrawing. You can find out the latest news on the UKFPO website.
Considering leaving the UK after FY2?

Edinburgh University are studying the reasons that doctors choose to leave the UK after FY2. Participation in this project involves an online interview of up to one hour, and will be rewarded with a £20 amazon voucher. If you are interested in taking part, please contact Dr Sam Smith (sam.smith@ed.ac.uk) for further information. You will not be obliged to take part and can withdraw at any time without giving a reason.

The study is especially interested in speaking to male doctors, doctors working in the North of Scotland, anyone over the age of 26, and anyone going to countries outside of Africa and Australasia. They are still recruiting in general, so if you don’t meet these criteria, please still get in touch.

Scottish medical education conference

The sixth Scottish medical education conference took place on 5 and 6 May 2016 at the EICC (Edinburgh International Conference Centre). This annual conference gives you the opportunity to have your say on the future of medical training and how current challenges can be addressed. It is open to all those involved in medical training, including junior doctors, students, trainers, appraisers and managers.

Find out more about the conference.

West of Scotland engagement pilot

Doctors and medical students in two UK regions are taking part in trials to boost help for members at a local level. The trials, which are taking place in West of Scotland and South-East England, mean doctors and students benefit from more activities hosted and run by the BMA, including seminars, debates, CPD, webinars and advice surgeries. The one year trial will be evaluated at the end with a view to making the scheme UK-wide.

Find out more about the West of Scotland activities.

Junior doctor conference 2016

The BMA junior doctor conference took place on Saturday 14 May 2016 in the QE II Centre, Westminster, London. This annual conference is your chance to have a say on the issues that affect you, and to influence junior doctor committee policy. It’s open to all junior doctors, both members and non-members, with seats allocated regionally on a first come, first served basis. Keep an eye on our website for details on how to sign up next year.

Find out more about the conference.
ARM 2016

The BMA ARM (Annual Representative Meeting) will take place from Sunday 19 to Thursday 23 June 2016 in the Belfast Waterfront Hall. The ARM is your opportunity to discuss important issues affecting doctors of all grades and help influence future BMA policy. Find out more information.

All members who attend the ARM from Scotland are invited to a Scottish representative’s breakfast meeting on the Monday morning of the ARM. Here, you’ll be able to catch up with your colleagues from Scotland and grab a bacon roll (or veggie alternative) before the day’s events begin. If you would like to attend the breakfast meeting, please email kharper@bma.org.uk.
Get involved with SJDC

Would you like to help to improve the working lives of junior doctors in your local area? You can do so by getting involved in your regional junior doctor committee (RJDC). This is also the route to supporting colleagues on a national level as, each year, RJDCs are asked to nominate reps to sit on SJDC. Find out more information about your next RJDC meeting.

Would you like to find out more about the work of SJDC? You can do so by making use of the BMA visitor scheme and coming along to one of our meetings. All you need to do is complete an application form and return to kharper@bma.org.uk. Find out more information on SJDC and download the visitor scheme application.

Your maternity/paternity rights

Are you thinking of starting a family? If so, the BMA are here to help. We provide a wealth of guidance and support on your maternity and paternity rights. You can find information on our website and you can also contact a BMA employment adviser for individual advice (contact details below).

Your well-being

Problems and issues at work can take hold of at any time, and can often feel difficult to manage on your own. We provide free services through BMA counselling and the Doctor Advisor Service, providing on-going support and advice to help you through difficult times. You can talk through any issue which may be worrying you in total privacy. Find out more about the support on offer.

Useful links

- Junior doctor pay scales
- Public holidays in Scotland
- Travel and relocation
- Tax and national insurance
- BMA library
- BMA careers
- Contract checking service

Your queries answered

If you’re a BMA member with an employment query, please contact one of our employment advisers who are here to help you.

How to contact the BMA:

Call 0300 123 123 3
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.