

## Out of hours recruitment supplement affecting GP trainees

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BMA Policy directorate

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We are aware in some areas that employers are misinterpreting a clause in the previous junior doctors' contract which is resulting in some GP trainees not being paid for out of hours (OOH) work.

On the previous contract of 2002, there was a 45% recruitment supplement, which was introduced to provide parity for wages between GP and hospital trainees.

Confusion has arisen due to a common misconception that the 45% supplement was 'banding' for OOH work, and that GP trainees that transitioned onto the new junior doctors' contract half way through the year (such as academic and less than full time (LTFT) GP trainees) were paid for their OOH shifts in advance through the supplement. We believe this is clearly a misinterpretation of the previous contract and our view is supported by some employers locally.

Any remaining OOH shifts that are needed to make up their 72 hours of OOH work after transitioning should fall under the arrangements of the new contract, the main difference being that trainees should receive time off in lieu (TOIL) for these. This issue has been highlighted to some employers locally and this interpretation has been agreed.

What do we recommend to any GP trainee affected by this?

- Exception report in the usual way to enable you to receive the time off in lieu that is owed
- Please contact the BMA if you have difficulty claiming back time earned (follow this [link](#))