



**BMA**

Scotland

## Getting involved in your BMA as a junior doctor in Scotland



British Medical Association  
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# Getting involved in your BMA as a junior doctor in Scotland

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# Representing members at a local level

## Local negotiations: role of LNCs (local negotiating committees)

BMA LNCs represent doctors of all grades, including junior doctors, who are employed directly by health boards in Scotland. The BMA has an LNC in every territorial health board in Scotland and in non-territorial special health boards who employ doctors directly.

The role of BMA LNCs is to ensure that national terms and conditions of service (TCS) are applied, to provide a formal mechanism to negotiate any proposed changes to local contractual arrangements and to negotiate around any flexibilities that exist in national agreements. They have a mandate to negotiate on issues affecting terms and conditions of service, working arrangements or other matters affecting doctors' working lives.

There is a Scottish LNC forum that provides an opportunity for LNC representatives to meet and exchange experience in respect of local negotiations, and as appropriate, to establish a strategic line to be followed by LNCs in their local negotiations with NHS boards. Any matters that require Scottish-level

negotiations are referred to the relevant Scottish branch of practice committee. The chair of SJDC has a seat on the forum.

To find out more about LNCs in Scotland, to contact your LNC chair and for more information on how to get involved as an LNC rep:

<https://www.bma.org.uk/about-us/how-we-work/local-representation/contact-your-lnc/local-negotiating-committees-scotland>

If you have any ideas for local activities or events that may be needed in your department or Health board, you can also contact our Member Engagement Team via [cjohnston@bma.org.uk](mailto:cjohnston@bma.org.uk) who will put you in touch with your local Member Engagement Co-ordinator

# Representing members at a local level

## Am I entitled to time off for BMA activities?

BMA accredited representatives are afforded protection by law and this includes the ability to take reasonable time off with pay for certain trade union activities; this should not come from your study or annual leave and you should not be required to “pay back” any time off for BMA activities.

All BMA members of the LNC junior doctor subcommittees (LNCJDS) will be accredited as BMA representatives.

For more information: [bma.org.uk/advice/employment/leave/trade-union-leave](https://www.bma.org.uk/advice/employment/leave/trade-union-leave)

Contact your local Employment Advisor or Assistant Secretary for support if you have any problems getting time-off for your BMA activities.

# Representing members at a regional level

## What are LNC Junior Doctor Sub-committees (“LNCJDS”)?

BMA LNCJDS, also known as Local Junior Doctors Committees, are the bodies that represent junior doctors locally and replace the former BMA RJDCs (Regional junior doctors committees) in Scotland. These are subcommittees of the BMA Local Negotiating Committees (LNCs) of the lead employer Boards.

Junior doctors in Scotland are now employed by one of four Employer Boards – NHS Greater Glasgow & Clyde, NHS Lothian, NHS Grampian and NHS Education for Scotland (NES) for the duration of their training (foundation, core or specialty training programmes).

Junior Doctor subcommittees (LNCJDS) are established in three of the Lead Employer board LNCs:

- **NHS Greater Glasgow & Clyde**
- **NHS Lothian**
- **NHS Grampian**

NES employed junior doctors are represented by the **NES LNC**.

Any junior doctor can attend LNCJDS meetings and BMA Member Services staff also attend to provide advice and input on contractual matters and to give background on issues, which may have been active for some time as well as details of local engagement activities. Each year, each LNCJDS nominates representatives to SJDC. LNCJDS representatives must continue to attend their local meetings if appointed to SJDC.

LNCJDS can refer to SJDC any matters of concern, which either cannot be resolved locally (perhaps in conjunction with the other local BMA committees) or matters that may have implications for other regions and nationally.

All BMA members of the LNCJDS will be accredited as a representative of medical staff in accordance with the rules of the BMA are therefore afforded the rights of accredited representatives, including reasonable paid time off to carry out their role, training, etc.

# Representing members at a regional level

## Next LNCJDS meeting

Come along to your next LNCJDS meeting where nominations will be sought from junior doctors to fill regional seats on SJDC.



Contact your LNCJDS to find out when your next meeting will be held:

- NHS Greater Glasgow and Clyde (West)  
[FLogan@bma.org.uk](mailto:FLogan@bma.org.uk)
- NHS Lothian (East)  
[NMacIsaac@bma.org.uk](mailto:NMacIsaac@bma.org.uk)
- NHS Grampian (North)  
[Calum.Anderson@bma.org.uk](mailto:Calum.Anderson@bma.org.uk)
- NES LNC  
[LDavidson@bma.org.uk](mailto:LDavidson@bma.org.uk)

# Representing members at a national level

## About SJDC

SJDC is a BMA committee that represents all doctors in hospital training grades and public health training grades in Scotland on employment and education and training matters. It is made up largely of representatives from the LNCJDS (Local Negotiating Committee Junior Doctor subcommittees) allowing views from around the country to be brought together to form national policy. There are also two directly elected (National) seats to SJDC open to all junior doctors who are resident in Scotland via BMA online elections.

SJDC works on behalf of all junior doctors in Scotland on a variety of issues including negotiating with the Scottish Government and NHSScotland employers and other stakeholders. It directly represents the views of junior doctors on several external organisations, including the Specialty Training Boards.

## Interested in becoming a member of the Scottish junior doctors' committee (SJDC) for session 2020-2021?

### How to get involved with SJDC:

- Attend your LNCJDS meeting and be elected as a representative to SJDC
- Attend SJDC as a visitor via the BMA visitor committee scheme
- Nominate yourself for one of the two directly elected (National) seats to SJDC

# Representing members at a national level

## How does the committee carry out its work?

SJDC meets four times a year and there are opportunities for members to take on a more active role by representing the committee on external groups, gaining experience, influencing decisions and dealing at a national level with senior NES (NHS Education for Scotland), NHS Scotland employer and Scottish Government officials.

Meeting dates for the 2020-2021 session are:

- **Tuesday 22 September 2020**
- **Thursday 3 December 2020**
- **Tuesday 16 March 2021**
- **Friday 28 May 2021**

The BMA aims to accommodate the individual requirements of every member where possible. These may include religious requirements (e.g. prayer rooms), specific dietary needs, disabled access or providing expenses for childcare arrangements.

Between meetings the SJDC listserver – an email exchange forum accessible from anywhere including NHS computers – is used for members to communicate and is where members comments and views are also aired to allow the committee's position to be established and put forward.



# Representing members at a national level

## Why become a representative?

You will represent your colleagues on the issues that matter and affect them, and you are able to really improve things in your workplace, as well as at a national level. Being a BMA representative can sometimes seem quite daunting but you will get lots of support and the role is very rewarding. As an accredited BMA representative, you should be allowed paid leave to attend appropriate BMA meetings; this should not come from your annual or study leave allowance.

The role of a representative provides the opportunity for you to gain an insight into current issues in the NHS and their impact on colleagues, both in different specialties and grades. At a local level, you can use your knowledge and experience to help and advise colleagues on both terms and conditions of service and education/training problems.

There are opportunities through SJDC to take on slightly more broader roles which can allow you to gain significant experience from attending meetings involving organisations external to the BMA. These provide opportunities to influence decisions and to deal at a national level with senior NHS Education for Scotland, NHS Scotland employer and Scottish Government officials which provides a range of experience and contacts that can be useful in dealing with local issues.

You can also access BMA training opportunities which can include: an induction to the role of a representative; negotiating skills; and media training.

# Representing members at a national level

Representatives also find that they can use their experience to develop and fulfil some of their core curricular competencies, for example, aspects of the following:

- Team working
- Communication with colleagues and co-operation
- Teaching & training, management and NHS structure
- Personal behaviour
- Ethical research, legal framework for practice
- Principles of medical ethics and confidentiality
- Health promotion, health inequalities and public health
- Time management
- History taking
- Decision making & clinical reasoning

# Representing members at a national level

**Visitors' scheme** If you would like to find out more about the work of SJDC but are not sure about committing to membership for the year, you can attend an SJDC meeting as a visitor where you can meet current members and contribute to the discussion on agenda items. Please note the first meeting of the session will likely be held virtually.

If you would like to find out more about attending as a visitor, please email [DMaske@bma.org.uk](mailto:DMaske@bma.org.uk).

Application forms can be downloaded from <https://www.bma.org.uk/what-we-do/committees/committee-information/committee-visitors-scheme>



# Representing members at a national level

## What is SJDC's relationship with other BMA committees?

### Junior doctors committee

The JDC represents all junior doctors across the UK. Elected junior doctors from national and regional junior doctor committees form the core of the JDC. It represents the views of junior doctors across the UK to the UK government, royal colleges and educational bodies.

SJDC works closely with JDC on all matters affecting junior doctors – UK cohesion is particularly important on certain issues, such as postgraduate training, especially given the increasing divergence in health structures across the nations. SJDC has six seats on JDC and the chair of JDC is a member of SJDC to ensure effective communication. The chair of SJDC is also a member of the JDC Executive committee.

### [bma.org.uk/collective-voice/committees/junior-doctors-committee](https://bma.org.uk/collective-voice/committees/junior-doctors-committee)

### Scottish council

Scottish Council is the cross-branch of practice committee in Scotland that deals with issues affecting the whole medical profession in Scotland. It consists of directly elected members from each of the branches of practice, including eight junior doctors. Those directly elected junior doctors, GP registrars elected to Scottish Council have a seat on SJDC.

For more information:

[bma.org.uk/about-us/how-we-work/uk-and-national-councils/scottish-council](https://bma.org.uk/about-us/how-we-work/uk-and-national-councils/scottish-council)

### Scottish BoP (branch of practice committees)

The BoP committees in Scotland have the power to negotiate on devolved matters. SJDC has cross representation with the Scottish consultants committee (SCC), Scottish staff and associate specialists committee (SSASC), and the Scottish medical students committee (SMSC).

This allows for effective communication and good relationships between the committees and helps to ensure that no action is being taken by a committee, which may affect materially the interests of another part of the profession without full prior consultation.

For more information:

[bma.org.uk/collective-voice/committees](https://bma.org.uk/collective-voice/committees)

# Representing members at national events

## National events

### Junior doctors conference

This brings together junior doctors from across the UK, including representatives from Scotland to debate submitted motions on issues affecting junior doctors – chosen motions are submitted to the ARM. It takes place usually in May each year, with Friday (for first time attendees) and Saturday full session of motion debates.

### Scottish conference

Attendees to the annual conference will have the chance to engage with senior and elected members of the BMA in Scotland to find out about the work that the Association does and gain a better understanding of the BMA's representative structure and policy-setting process.

### ARM

The annual representative meeting (ARM) is the BMA's main policy-making body. Doctors from all parts of the profession and across the UK gather to consider and debate key matters of interest to the medical profession.

# Support for BMA representatives

## What further support is available for representatives?

**Training** – the BMA runs training courses for representatives, which come highly recommended and are available at no cost to BMA members, with travel expenses. You are entitled to time off with pay to attend these courses as a BMA representative. As a result of COVID19, many of these training courses will be presented virtually in 2020 and possibly 2021, making it easier for representative to attend.

This is a useful link to get you started:

<https://learning.bmj.com/learning/info/BMA-local-representatives.html>

**BMA website** – there are useful weblinks on the BMA website, including SJDC page to keep up-to-date on the work of the committee and it's priorities as well as information to help you understand your contract and your rights: <https://www.bma.org.uk/collective-voice/committees/junior-doctors-committee/scotland>

**Your wellbeing** – The BMA have a range of free services and information to support you and your wellbeing – it's important that you take the time to look after your health and wellbeing as junior doctors and as BMA representatives.

**Counselling** – Confidential counselling and peer support services open 24/7 open to all doctors and medical students. There is always someone you can talk to.

**Peer support** – The BMA peer support service offers doctors and medical students in distress or difficulty the choice of speaking in confidence to another doctor. It's confidential peer support with an emotional focus.

### Contact information:

- Access counselling (24 hours a day, seven days a week) and peer support on **0330 123 1245**.
- For further information about these services please call 020 7383 6739 or email [wellbeingsupport@bma.org.uk](mailto:wellbeingsupport@bma.org.uk)
- For more information: <https://www.bma.org.uk/advice/work-life-support/your-wellbeing>

# Contacts

## Contact a BMA adviser today

Call **0300 123 1233**

Email a BMA adviser:  
**[bma.org.uk/support](mailto:bma.org.uk/support)**

Webchat live with a BMA adviser:  
**[bma.org.uk/webchat](https://bma.org.uk/webchat)**



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