

In your area:

Yorkshire and Humber region

Supporting you locally



## **Our mission:**

**We look after doctors so they can look after you.**

## **Our values:**

### **Expert**

We are an indispensable source of credible information, guidance and support throughout doctors' professional lives.

### **Committed**

We are committed to all doctors and place them at the heart of every decision we make.

### **Reliable**

We are doctors' first port of call because we are trusted and dependable.

### **Challenging**

We are unafraid to challenge effectively on behalf of all doctors.

### **Leading**

We are an influential leader in supporting the profession and improving the health of our nation.

## Code of conduct

Members are required to familiarise themselves with the BMA's constitution as set out in the memorandum and articles of association and by-laws of the Association. The code of conduct provides guidance on expected behaviour and sets out the standards of conduct that support BMA's values in the work it does.

[www.bma.org.uk/collective-voice/committees/committee-policies/bma-code-of-conduct](http://www.bma.org.uk/collective-voice/committees/committee-policies/bma-code-of-conduct)

### Our values

Values are at the heart of an organisation and help to distinguish it from others. They guide an organisation's conduct, and its relationship with its stakeholders and the outside world. They guide us in our thinking and our actions and enable us to set standards of behaviour against which we can assess ourselves. The BMA values underpin policies, objectives, procedures and strategies and provide an anchor and reference point for all things that happen, and express how we look, speak and act.

### Our behaviours

We have taken the BMA's values – expert, leading, challenging, committed and reliable – and with your help, turned them into behaviours to provide clarity on what we expect from each other as we go about our work and provide a consistent approach for discussing behaviour. They describe what we expect of each other, and what we don't, as well as what is considered above and beyond. Our behaviours form part of our culture change to become a better BMA.

It is our responsibility as BMA members to role model and promote positive behaviours and to challenge poor behaviours.

# Our behaviour principles



Members must act within the Memorandum and Articles of Association and Bye-laws of the BMA and to promote the success of the Association for the benefit of its members, and exercise reasonable care, skill and diligence in all their duties.

**Attendance:** Members should be able to allocate sufficient time to the Association to enable them to discharge their responsibilities effectively. Member role profiles provide further detail.

**Personal conduct:** Members are expected to maintain a high standard of personal conduct and to treat staff and other members with respect. In particular, members are required to promote and role model the behaviour principles outlined in this code of conduct. Doctors should display the same duty of care towards one another as they would towards patients and in the workplace.

**Election behaviour:** The BMA can only function with the contributions of those members who seek election as representatives. In order that elected representatives work together effectively, on standing for election, members agree to uphold the principles outlined in this code of conduct. Candidates will abide by electoral bylaws and respect other candidates. Members will not put undue pressure on other members, or staff to favour a particular candidate.

## GDPR

The GDPR (General Data Protection Regulation) came into force from 25 May 2018. It introduced wide-ranging and significant changes to UK data protection legislation.

The BMA will be open and transparent when processing and using personal information by following six principles as set out in the new GDPR/ DPA act:

**Principle 1:** Personal data shall be obtained and processed fairly, lawfully and transparent.

**Principle 2:** Personal data shall be obtained only for the specified and lawful purposes and shall be processed for limited purposes.

**Principle 3:** Personal data shall be adequate, relevant and not excessive in relation to the purpose for which it is obtained.

**Principle 4:** Personal data shall be accurate and kept up to date.

**Principle 5:** Personal data shall not be kept for longer than necessary.

**Principle 6:** Handled in a way that ensures appropriate security, including protection against unlawful or unauthorised processing, access, loss, destruction or damage

The GDPR will increase the penalties for transgressions from a maximum of £500k under the previous law to up to £17m or 4 per cent of turnover, whichever is higher. It strengthens existing requirements, and places greater emphasis on demonstrating compliance, as well as introducing a number of new concepts.

Due to the complex nature of the new regime for data protection laws, the BMA cannot offer comprehensive legal advice on GDPR, but rather it help you navigate the legislation and point you in the right direction for guidance on the questions you may have. For further information please visit the BMA website on the following links:

[www.youtube.com/watch?v=uE3aLeBEAxI](https://www.youtube.com/watch?v=uE3aLeBEAxI)

[www.bma.org.uk/collective-voice/committees/committee-policies/committees-technology-tcs](https://www.bma.org.uk/collective-voice/committees/committee-policies/committees-technology-tcs)

[www.bma.org.uk/advice/employment/ethics/confidentiality-and-health-records/general-dataprotection-regulation-gdpr](https://www.bma.org.uk/advice/employment/ethics/confidentiality-and-health-records/general-dataprotection-regulation-gdpr)

**Members are recommended to read the complete BMA code of conduct.**

# Childcare and associated expenses

1. Reasonable childcare costs incurred to attend meetings will be reimbursed as follows:

- a. The expenses should be those which are necessary, reasonable and additional to the childcare costs the parent would be paying had he/she not been attending a BMA meeting on the day in question. Examples would include; an additional amount paid to a casual carer because of an earlier start and/or later finish; paying for childcare on a day when the parent would otherwise be looking after the child/children him/herself.
- b. Free childcare will be made available at BMA House only (in the form of a mobile crèche), provided sufficient notice (**minimum four weeks**) is given by parents, for meetings at BMA House.
- c. Members who are bringing children with them whilst attending meetings, should at all times use the transport companies offer of free travel for children and babies.

Children under 5 travel free on trains and children under 2 travel free on aeroplanes. Any other requests for payment of additional travel costs must be approved in advance of booking with the relevant Committee Secretary

## Baby friendly policy

Breastfeeding is supported at BMA House and other BMA offices, including in the public areas of BMA House and during meetings. There are also private areas available that include appropriate facilities that you are able to request. Additional breaks are also available during meetings if you are breastfeeding.

## For further information on key policies visit:

<https://www.bma.org.uk/collective-voice/committees/committee-policies>

## Your regional council



**Dr Brian McGregor**  
Yorkshire regional  
council Chair

BMA regional councils operate in England.

Regional councils are open to all BMA members and provide a forum for discussing matters of regional interest and issues affecting the profession across all branches of practice. There are ten regional councils in England:

East Midlands	South Central
Eastern	South East Coast
London	South West
North East	West Midlands
North Western	Yorkshire

The Yorkshire regional council (YRC) provides a focus for BMA activity at a regional level, delivering BMA policy and providing a communication link between the council and the BMA UK council. The YRC covers West, North, East and South Yorkshire and North Lincolnshire. It brings together all BMA members to discuss issues affecting the profession.

You can raise issues with the YRC via email: [Secretaries-Northern-Centre@bma.org.uk](mailto:Secretaries-Northern-Centre@bma.org.uk)



## Representing members at a local level

### Doctors and medical students are also represented through branch of practice committees, divisions, and our network of LNCs and LMCs

Committees meet regularly to consider issues affecting the medical profession and patient healthcare in the Yorkshire region and are supported by BMA staff from the member relations directorate.

Every BMA member in the Yorkshire region is allocated to one of 14 local divisions, which represent members in all disciplines geographically. Active divisions have a secretary, a chair and other executive committee members. BMA divisions submit motions to the ARM (annual representative meeting) which, if passed, become national BMA policy.

We have also established a network of LNCs (local negotiating committees) in trusts throughout the region. These committees ensure that the voice of the medical profession is heard by management in the workplace. Your representatives make sure that the interests of doctors are protected in negotiations on terms and conditions of service through these LNCs.

Representatives of all local LNCs meet as the regional LNC Forum to discuss all issues in the Yorkshire region and to share best practice.

LMCs (Local Medical Committees) represent GPs and practice teams in their negotiations with decision makers and stakeholders from health and local government to get the best services for patients.

LMCs contribute to the wider activities of the BMA in the region but are not BMA committees, rather they are independent statutory bodies. Members of the LMC are elected by local GPs.

More recently, the BMA introduced regional BAME (British, Asian and Minority Ethnic) networks that feed into the national BAME Forum. For more information please visit our website:

<https://www.bma.org.uk/about-us/equality-diversity-and-inclusion/edi/national-bame-member-forum>

## Representing branches of practice

Working across the Yorkshire region, there are branch of practice committees that feed in local members' comments and views to the national branch of practice committees.

### Yorkshire regional consultants committee

This is the representative body for all consultants in the Yorkshire region. YRCC members are elected to the national consultants committee and provide an important link between the national body and the BMA locally.

Chair: Dr Sakkaf Ahmad Aftab - E: [Secretaries-Northern-Centre@bma.org.uk](mailto:Secretaries-Northern-Centre@bma.org.uk)

Elaine McAvoy, Regional coordinator/Industrial Relations Officer

T: 0113 261 8302 - E: [emcavoy@bma.org.uk](mailto:emcavoy@bma.org.uk)

### Yorkshire regional staff, associate specialists and specialty doctor committee (YRSASC)

This is the representative body for all SAS grade doctors in the Yorkshire region. YRSASC members are elected to the national SAS committee and provide an important link between the national body and the BMA locally.

Co-Chairs: Dr Louis Vanderstraeten and Dr Lawrence Atkins - E: [Secretaries-Northern-Centre@bma.org.uk](mailto:Secretaries-Northern-Centre@bma.org.uk)

Marie Butterfield, Industrial Relations Officer

T: 0113 261 8318 - E: [mbutterfield@bma.org.uk](mailto:mbutterfield@bma.org.uk)

### Yorkshire regional junior doctor committee (YRJDC)

This is the voice of junior doctors living and working in the Yorkshire region - it represents members locally, regionally and nationally and sends representatives to the central junior doctors committee.

Chair: Dr Stephen McAleer - E: [Secretaries-Northern-Centre@bma.org.uk](mailto:Secretaries-Northern-Centre@bma.org.uk)

Rachael Backhouse, Industrial Relations Officer

T: 0113 261 8329 - E: [rbackhouse@bma.org.uk](mailto:rbackhouse@bma.org.uk)

## Divisions

All BMA members are allocated to a local division. Divisions provide an opportunity for members to discuss issues that impact on all branches of a practice and to debate local matters with other members in the area.

If you are actively involved with your division, don't miss out on the [D circulars](#) which contain important information about upcoming events such as the ARM (Annual Representative Meeting).

### Honorary secretaries

Barnsley – Dr Anne Straffen

Bradford & Airedale – Prof Kailash Mohanty

Calderdale – Dr David Ingle

Dewsbury, Pontefract and Wakefield – Dr Rajeev Gupta

Doncaster – Dr Shakeel Jamali

East Yorkshire – *Division inactive*

Grimsby - *Division inactive*

Harrogate – Dr Richard Turner

Huddersfield - *Division inactive*

Leeds – *Division inactive*

Northallerton – Dr Hilary Enevoldson

Rotherham – Dr Stephen Burns

Scarborough – *Division inactive*

Scunthorpe – Dr Russell Walshaw

Sheffield – Dr Bernadette Birtwhistle

York - *Division inactive*

For more information please contact: Lynn Landau, T: 0113 261 8325, E: [Secretaries-Northern-Centre@bma.org.uk](mailto:Secretaries-Northern-Centre@bma.org.uk)

## LMCs (local medical committees)

LMCs (local medical committees) are local representative committees of NHS GPs and represent the interests of all NHS GPs in their localities to the NHS health authorities. They interact and work with - and through - the general practitioners committee, as well as other branch of practice committees and local specialist medical committees in various ways, including conferences. The LMC conference takes place annually and, locally LMCs hold various social and educational events throughout the year.

### LMC contacts

#### **Barnsley LMC**

Chair – Dr John Wood  
T: 012256 355800  
E: [barnsley.lmc@nhs.net](mailto:barnsley.lmc@nhs.net)

#### **Calderdale LMC**

Chair – Dr Seema Nagpaul  
T: 01924 465851  
E: [marcus.beachamlmc@gmail.com](mailto:marcus.beachamlmc@gmail.com)

#### **Doncaster LMC**

Chair – Dr Rumit Shah  
T: 01302 531223  
E: [office@doncasterlmc.co.uk](mailto:office@doncasterlmc.co.uk)

#### **Humberside LMCs**

Hull and East Yorkshire LMC  
Chair – Dr Simon Carruthers  
T: 01482 655111  
E: [humberside.lmcgroup@nhs.net](mailto:humberside.lmcgroup@nhs.net)

#### **North and North East Lincolnshire LMC**

Chair – Dr Andrea Fraser  
T: 01482 655111  
E: [humberside.lmcgroup@nhs.net](mailto:humberside.lmcgroup@nhs.net)

#### **Kirklees LMC:**

Dewsbury Division -  
Chair: Dr Surajit Ghosh  
Huddersfield Division -  
Chair: Dr Richard Jenkinson  
T: 01924 465851  
E: [lmc@forrestburlinson.co.uk](mailto:lmc@forrestburlinson.co.uk)

#### **Leeds LMC**

Chair – Dr Nicola Hambridge  
T: 0113 295 1460  
E: [mail@leedslmc.org](mailto:mail@leedslmc.org)

#### **Rotherham LMC**

Chair – Dr Andrew Davies  
T: 07986 401764  
E: [rotherhamlmc@hotmail.com](mailto:rotherhamlmc@hotmail.com)

#### **Sheffield LMC**

Chair – Dr Alastair Bradley  
T: 0114 258 8755  
E: [chair@sheffieldlmc.org.uk](mailto:chair@sheffieldlmc.org.uk)

#### **Wakefield LMC**

Chair – Dr Claire Barnsley  
T: 01977 625739  
E: [lmc@wakefieldlmc.co.uk](mailto:lmc@wakefieldlmc.co.uk)

#### **YOR LMC Ltd**

Bradford and Airedale Branch  
Chair – Dr Stephen Patterson  
T: 01423 879922  
E: [info@yorlmcld.co.uk](mailto:info@yorlmcld.co.uk)

#### North Yorkshire branch

Chair: Dr Sally Tyrer  
T: 01423 879922  
E: [info@yorlmcld.co.uk](mailto:info@yorlmcld.co.uk)

## LNCs (local negotiating committees)

LNCs (local negotiating committees) are made up of elected local representatives who negotiate and have the authority to make collective agreements - with local management on behalf of medical and dental staff of all grades.

**LNC committee chairs are part of a regional LNC forum with Co-Chairs: Dr Louis Vanderstraeten and Dr Lawrence Atkins**

Airedale NHS Foundation Trust – Dr Eleanor Checkley  
Barnsley Hospital NHS Foundation Trust – Dr Rajeev Gupta  
Bradford District Care Trust – Dr Suchandra Majumder  
Bradford Teaching Hospitals NHS Foundation Trust – Dr David Craske  
Calderdale and Huddersfield NHS Foundation Trust – Dr Marc Rocheteau  
City Health Care Partnership, CIC - Dr Usha Kuchimanchi  
Doncaster and Bassetlaw Hospitals NHS Foundation Trust – Dr Neelam Dugar  
Harrogate and District NHS Foundation Trust – Dr Chris Mahon  
Humber Foundation NHS Trust – Dr Michael Lacey  
Hull University Teaching Hospitals NHS Trust – Dr Fiona Thomson  
Leeds and York Partnership NHS Foundation Trust – Dr Lawrence Atkins  
Leeds Community Healthcare NHS Trust – Dr David Scott  
Leeds Teaching Hospitals NHS Trust – Dr Tim Palfreman and Dr Nigel Smithson  
Mid Yorkshire Hospitals NHS Trust – Dr Louis Vanderstraeten  
NAVIGO Health and Social Care CIC - Dr Beata Tarczon-Nowicka  
Northern Lincolnshire and Goole Hospitals NHS Foundation Trust – Dr Sakkaf Ahmad Aftab  
Rotherham Doncaster and South Humber NHS Foundation Trust – Dr Sabine Schaefer  
Rotherham NHS Foundation Trust – Dr Ian McInnes  
Sheffield Children's NHS Foundation Trust – Dr Richard Lindley  
Sheffield Health and Social Care NHS Foundation Trust – Dr Simon Mullins  
Sheffield Teaching Hospitals NHS Foundation Trust – Dr Marios Hadjivassiliou  
South West Yorkshire Partnership NHS Foundation Trust – D Jaazzmina Hussain  
York Teaching Hospital NHS Foundation Trust – Dr Kim Last

## Regional network

The BMA introduced regional BAME (British, Asian and Minority Ethnic) networks that feed into the national BAME Forum.

### Yorkshire regional BAME network

For more information please visit our website:

<https://www.bma.org.uk/about-us/equality-diversity-and-inclusion/edi/national-bame-member-forum>.

Co-Chairs: Mr Jonathan Hossain and Dr Sharmini Kulanthaivelu - E: [Secretaries-Northern-Centre@bma.org.uk](mailto:Secretaries-Northern-Centre@bma.org.uk)

Elaine McAvoy, Regional coordinator/Industrial Relations Officer

T: 0113 261 8302 - E: [emcavoy@bma.org.uk](mailto:emcavoy@bma.org.uk)

## Industrial relations support

We employ a team of experienced and specialist staff to support members in all branches of practice. We provide advice on terms and conditions of service and take up issues on our members' behalf with employers and represent members at grievance disputes and disciplinary hearings.

We also undertake detailed negotiations and consultations with government and NHS employers, making sure that the voice of the medical profession is heard, and that doctors' views are effectively communicated at every level.

These are the Industrial relations officers (IROs) for the Yorkshire region:

Rachael Backhouse

T: 0113 261 8329

E: [rbackhouse.bma.org.uk](mailto:rbackhouse.bma.org.uk)

Carol Blampey

T: 0113 261 8333

E: [cblampey@bma.org.uk](mailto:cblampey@bma.org.uk)

Marie Butterfield

T: 0113 261 8318

E: [mbutterfield@bma.org.uk](mailto:mbutterfield@bma.org.uk)

Shazia Karim

T: 0113 261 8322

E: [skarim@bma.org.uk](mailto:skarim@bma.org.uk)

Elaine McAvoy

T: 01113 2618302

E: [emcavoy@bma.org.uk](mailto:emcavoy@bma.org.uk)

Nelly Takla-Wright

T: 0113 261 8335

E: [ntakla-wright@bma.org.uk](mailto:ntakla-wright@bma.org.uk)

## Contact details

Our regional area encompassing Yorkshire, Humberside and North Lincolnshire where we represent approximately 14,000 BMA members.

**Elaine McAvoy**

**Regional Coordinator/  
Industrial Relations Officer**

**T: 01132618302**

**E: [mcavoy@bma.org.uk](mailto:mcavoy@bma.org.uk)**

### **BMA headquarters**

BMA House  
Tavistock Square  
London WC1H 9JP

Members are welcome to use the members' lounge, library and a range of facilities at BMA House. For more information call 020 7387 4499.

### **Video conference facilities**

You can use MS Teams video conferencing to connect remotely to meetings held at the regional centre or other BMA offices from a desktop or mobile device.

### **More information**

If you have any questions, or would like more information about being a BMA representative, get in touch with **Elaine McAvoy** on 0113 261 8302