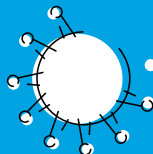
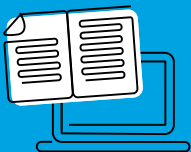
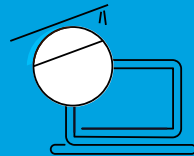


Supporting junior doctors

Your guide to BMA membership



Who is the BMA?

We are the trade union and professional association for medical students and doctors in the UK

For access to our benefits and representation throughout the UK, every junior doctor should be a member. Don't just take our word for it, here are comments from your colleagues:

'Thank you for your help, I wonder if things would have been sorted the same way without your help!'

'The appeal has been a long process but with the help of the BMA we were able to hold the trust to account over our working patterns. I would encourage anyone in a similar position to stand their ground and involve the BMA to make sure you get the right outcome. We are all pleased with the result and can't thank our BMA advisers enough for the support they've given us over the past year.'

'... you have saved my career, as you well know! I am extremely indebted to you, as well as the wonderful services of the BMA.'

'Thank you for the astonishingly outstanding work you've done for me over the last few years. I would never have got to where I am without you. When I become a consultant it will, in part, be due to you.'

Welcome from the chair



Dr Sarah Hallett
UK junior doctors
committee co-chair

We would like to thank every one of you for your continued hard work during these challenging times. Although many restrictions have been lifted, the huge impacts of COVID-19 on the NHS will remain, and I'm sure many of us will have concerns about the challenging winter months to come.

This is an unprecedented time to take your next step as a junior doctor, whatever your circumstances, and wherever you are working. The BMA will always be here to support you, whatever happens, fighting for safe working conditions, fair treatment and rights in the workplace.



Dr Mike Kemp
UK junior doctors
co-chair

We know that change can add huge amounts of stress during difficult times. Remember, our free, confidential 24/7 counselling and peer support services are open to all doctors and medical students; you can find out more on the website: bma.org.uk/yourwellbeing.

Our junior doctor representatives have continued to work on the issues important to our members, and the wider profession, through regular meetings with the Scottish Government Department of Health and Social Care, NHS Education for Scotland, the GMC, Health Board employers across Scotland, the Royal Colleges and others.

For all the latest guidance and news visit bma.org.uk/covid19.

Your career

Support for the next step

As a junior doctor you may be faced with an employment issue for the first time in your career.

From contract, rota and pay issues to bullying and harassment, our nationwide team of over 230 dedicated advisory staff will provide you with specialist advice and support.

No matter how big or small your concern, if you have a question about your contract, pay or any other aspect of your working life, contact our team – they are here to help you.

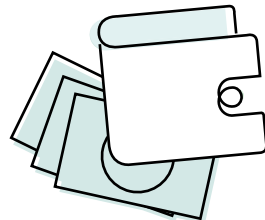
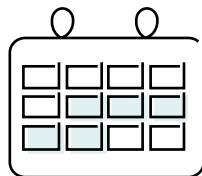
0300 123 1233 | support@bma.org.uk

Most common queries for doctors like you:

How much annual leave am I entitled to?

When will my rota be issued, and what happens if changes are made?

Do I cover for colleagues in emergency circumstances?



Your career

Check your contract and rota

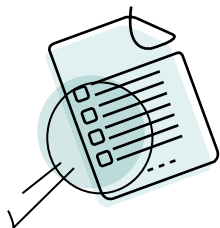
Your contract

In 2021, 1 in 4 contracts we checked deviated from the national model. Does yours?

Whether you're starting a new job or changing roles, checking your current terms and conditions is vital.

We provide a free contract checking service to save you time and money. Ensure you have a fair deal.

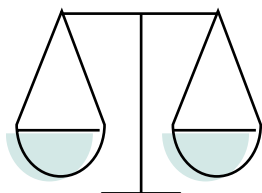
bma.org.uk/contractchecking



Rota monitoring and banding

Every junior doctor rota in Scotland has an approved rota template which has been checked by Scottish Government and Health and Social care Board to ensure the strict limits on total hours and minimum rest requirements imposed by both the EWTD and the New Deal are met, and the correct allocation of posts into pay bands in accordance with the pay banding system.

A copy of the approved rota template for your rota can be requested from the medical staffing department / rota monitoring team. If you feel your rota does not follow the approved rota template contact one of our advisers on 0300 123 1233 or via support@bma.org.uk



Your learning

Continue your development

We can help you successfully take the next step in your career – with tailored support covering clinical and non-clinical areas of development.

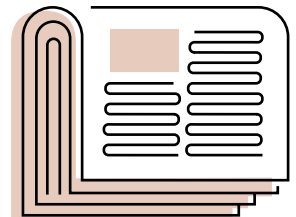
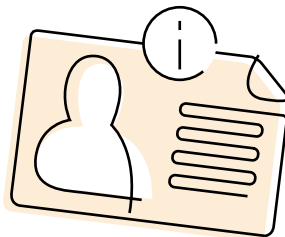
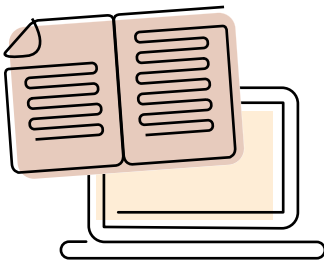
BMA library

BMA library brings together expertise and medical education resources to help you go further in your studies. We have experts on hand to help with your research, assignments and search queries, and you can access thousands of the top e-journals and e-books and resources.

ClinicalKey

ClinicalKey is one of our newest library benefits. It is a powerful medical search engine that supports doctors with the latest evidence in a variety of formats, from Elsevier.

- Access over 700 journals and 1000 books across a wide range of subjects and specialties
- Increase your procedure competencies with step-by-step videos and accompanying texts
- Easily create presentations for grand rounds with the built-in presentation maker tool
- Use at point of care, and provide patient education printouts



Your learning

Exploring your future

Specialty explorer

With 65 specialties in the UK to choose from, finding the right one for you can be difficult.

Our exclusive tool supports your research into next steps and gives you a personalised report of the top 10 medical specialties that match your preferences.

bma.org.uk/specialtyexplorer

BMJ learning

BMA members get free access to BMJ Learning.

This online education tool has high-quality, evidence-based modules covering clinical topics, professional skills and career development.

learning.bmj.com

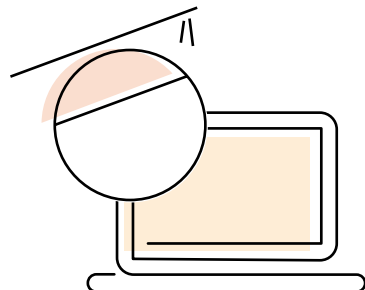
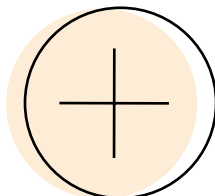
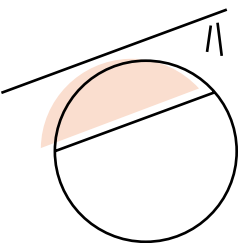
BMA webinars

Live and recorded sessions on a range of career-developing topics and delivered by experts.

Popular topics include:

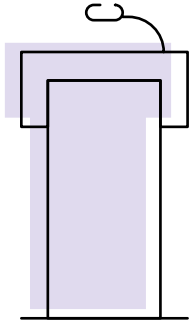
- How to achieve better work life balance
- Dealing with conflict
- Interview skills for ST1

bma.org.uk/webinars



Your representation

Standing for your rights



The SJDC (Scottish junior doctors committee) stands up for the rights of all junior doctors on education, training and contractual issues in Scotland.

SJDC negotiates on your behalf with stakeholders including the Scottish Government and NHS Scotland employers. We also work closely with NHS Education for Scotland (NES) and GMC to shape your work and training for the better.

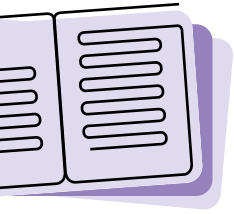
bma.org.uk/influence

Lobbying

We lobby effectively to ensure the voices of doctors and medical students are heard at regional, national and European levels.

Policy reports and research

We undertake research and produce recommendations on a variety of public and population health issues. We also investigate how changes to the NHS may impact the way you work.



LNCJDS (LNC junior doctor sub-committees)

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 LNCs (local negotiating committees) of the lead employer boards.

Junior doctors in Scotland are 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.

Your representation

Our priorities



Junior doctor wellbeing

Following the publication of the BMA Scotland Supporting junior doctor wellbeing publication, SJDC continue to work with key stakeholders to progress priorities to improve junior doctor wellbeing.

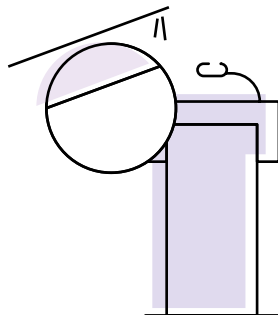
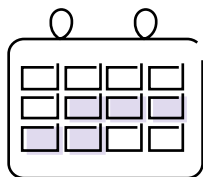
Review of the Scottish Code of Practice

SJDC, Scottish Government, NHS Employers and NES will review the Code of Practice for Scotland to agree arrangements for fixed leave.



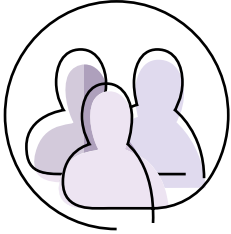
Rota monitoring

SJDC continues to work with partners to improve the monitoring process and produce guidance on best practice in rota design to reduce fatigue.



Your representation

Our priorities



Rest periods after night shifts and defining nightshift working

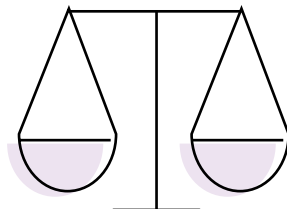
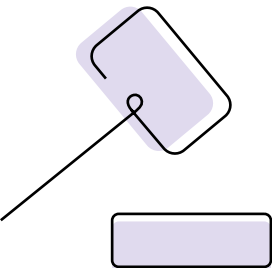
SJDC reached agreement with Scottish Government and NHS boards that junior doctor rotas include mandatory 46-hour recovery periods after runs of night shifts and continue to discuss the definition of Full Shift night working applying to the minimum rest period.

Ensure earlier release of rotas in advance for junior doctors

There has been a long-standing issue of junior doctors not being given their rotas on time – at least six weeks in advance – of starting post. This was highlighted in the BMA Wellbeing report and further in the BMA Scotland Junior doctor rota survey report. SJDC are part of a Short Life Working Group (SLWG) which is being established with the objective to identify implementable solutions to this issue. Other key stakeholders including NHS Education for Scotland (NES), NHS Boards and Scottish Government.

Rest breaks for junior doctors

SJDC have highlighted the issue of junior doctors' being unable to take their breaks and rest periods in the BMA Scotland wellbeing and Rota survey reports. BMA have agreed a joint statement with Scottish Government, BMA and NHS Employers that this a critical issue of safety and one that is of high priority. SJDC will continue to work with Scottish Government and NHS employers to address the issue to drive improvements, at both national and local level.



10 reasons to join the BMA

Contract checking service

Have your contract checked by a dedicated team of experts

Employment and representation

Get help with a difficult situation at work

Rota checking tools

Check your working hours are correct

Lobbying

We ensure your voice is heard

Local support

Make valuable connections locally

Specialty explorer

Find out which specialty might suit you

BMJ Learning

Over 1,000 CPD-accredited modules

The BMJ

Keep up to date with medical news

BMA library

Access a huge range of e-learning tools and texts

Wellbeing support

There is always someone you can talk to

Not a member?

Join today at bma.org.uk/join

On call throughout your career

0300 123 1233 | support@bma.org.uk

The BMA looks after you so you can look after your patients

support | **protect** | **represent**



There's always someone you can talk to...

BMA 20220257

Free and confidential 24/7 counselling and peer support services open to all doctors and medical students on **0330 123 1245**.

All counsellors are members of the BACP and bound by strict codes of confidentiality.

Wellbeing support services

COUNSELLING | ONLINE | PHONE
0330 123 1245 | bma.org.uk/yourwellbeing

