

## **1796 Let's stand with our Junior Doctors** (passed 19 November 2015)

Proposer: Connor Rand (Undergraduate Education Officer)

Seconder: Alex McCloskey (Ethical Issues Officer)

### **Union Council notes:**

- 1) That the Government has stated that they intend to impose a new contract on Junior Doctors from August 2016
- 2) This contract has been based on the recommendations of the Doctors and Dentists Review Body (DDRB)
- 3) The recommendations of this contract include (but are not limited to):
  - a. The reclassification of 'social' hours to include 7am-10pm Saturday, which will reduce pay for unsocial hours
  - b. The end of banding payments for doctors
  - c. The end of banding safeguards to prevent overwork
  - d. The end of financial penalties for employers who breach rules on overwork
  - e. The end of annual pay progression
  - f. The end of non-resident on-call duty with a single availability allowance
  - g. The end of the GP training supplement for junior doctors training to be GPs
- 4) 'Junior Doctors' is the term used to describe all doctors from the point of graduation to appointment as a consultant
- 5) The British Medical Association has refused to re-enter negotiations while the threat of imposition remains
- 6) The British Medical Association is currently balloting for industrial action, with the aim of encouraging the Government to provide the following assurances for negotiation
  - a. Withdrawal of the threat of contract imposition
  - b. Proper recognition of unsocial hours as premium time
  - c. No disadvantage for those working unsocial hours compared to current system
  - d. No disadvantage for those working less than full time and taking parental leave
  - e. Pay for all work done
  - f. Proper hours safeguards to protect patients and their doctors
- 7) Junior Doctor salaries begin at £22,636 p.a. (before banding)
- 8) Medical students graduate from university with an estimated debt of £40,000 in tuition fees, and for a student living away from home, around £30,000 in maintenance loans
- 9) Junior Doctors are faced with unique financial pressures including: cost of regular moves for training, mandatory indemnity insurance, professional registration fees, costs for training and examinations for membership to Medical Royal Colleges

### **Union Council believes:**

- 1) That Junior Doctors are an asset our National Health Service
- 2) That patients have a right not to be treated by overworked doctors

- 3) That medical students at UEA are likely to be negatively affected by these changes
- 4) That UEA students with health conditions are likely to be negatively affected by these changes
- 5) That the imposition of this contract on junior doctors could lead to similar imposition on other healthcare professionals and students, including nurses, physiotherapists, occupational therapists, paramedics and ODPs
- 6) That the Government should return to negotiations without the threat of imposing a new contract
- 7) That the provisions of this new contract are likely to:
  - a. Impede patient safety through overwork
  - b. Disproportionately affect women and doctors working in academia
  - c. Negatively affect specialities with recruitment issues such as general practice and emergency medicine
  - d. Increase financial pressures on medical students and junior doctors

**Union Council resolves:**

- 1) To mandate the Undergraduate Education Officer to:
  - a. Sign and share the petition to Parliament which opposes these changes
  - b. Support the BMA's #juniorcontract publicity campaign
  - c. Publicise these changes through the Union's social media channels
  - d. Lobby East Anglian MPs to sign Early Day Motion 539 in support of Junior Doctors
  - e. Encourage students to individually lobby their home and university MPs in support of the contract
  - f. To write a statement on behalf of the Union on the issue
  - g. To continue to consult with Medical students on potential future tactics and actions
- 2) To stand in full solidarity with Junior Doctors and support the outcome of the ballot for industrial action and communicate this to local branches of the BMA, students and parliamentarians.

**Sources:**

*Estimates of junior doctor debt: Ercolani MG, Vohra RS, Carmichael F, Mangat K, Alderson D. The lifetime cost to English students of borrowing to invest in a medical degree: a gender comparison using data from the Office for National Statistics. BMJ Open 21 Apr 2015*

DDRB review: <https://www.gov.uk/government/organisations/review-body-on-doctors-and-dentists-remuneration>

Junior Doctor Salary Scales: <http://bma.org.uk/support-at-work/pay-fees-allowances/pay-scales/juniors-pay-england>

BMA position <http://bma.org.uk/working-for-change/in-depth-junior-and-consultant-contract/ddrb-recommendations-analysis-for-juniors/ia-faq>

Parliamentary EDM <http://www.parliament.uk/edm/2015-16/539>

Petition to Parliament <https://petition.parliament.uk/petitions/108782>