



## The proposed new junior doctor contract: important facts

### Less than full time training (LTFT)

- From December 2019, all LTFT trainees will be paid a total annual allowance of £1,000 on top of their usual salary for as long as they continue to train less than full time. This is irrespective of percentage of full time equivalent (FTE).
- Each LTFT doctor must have a personalised work schedule built for them to ensure they are working the correct proportion of hours and shift types as per principles of good rostering guidance. They must also be given the FTE work schedule so they can check that their LTFT hours (and therefore pay) is correct.
- Employers will be required to appoint a champion of flexible training to act as a point of contact for anyone currently working or wanting to work LTFT.

### Fatigue

- Any doctor working a night shift of 12 hours or more will now receive a third 30-minute paid break.
- Employers are required to cover the cost of appropriate rest facilities or alternative arrangements to enable the safe travel of trainees following a night shift or a long late shift if they feel tired. "Too tired" will be defined by the doctor and not the employer. If the trainee drove to work, and the employer covered the cost to take public transport or taxi home, the employer must now also cover the cost of the return journey to work for the next shift.

### Rostering

	<b>2016 Arrangement</b>	<b>Proposed Change</b>
<b>Post Night Shift Rest</b>	46 hours post 3-4 nights	46 hours post any shift, including single night shifts.
<b>Weekend Frequency</b>	Max 1 in 2 weekends	Should avoid >1 in 3 weekends unless agreed by trainees
<b>Max hours in 7 consecutive days</b>	72 hours in 7 calendar days	Max 72 hours in 168 consecutive hours
<b>Paid Breaks (30mins)</b>	1 x break for shift > 5hours, 2 x break for shift > 9 hours	3 <sup>rd</sup> break on > 12 hours "enhanced" rate (nights)
<b>Max Consecutive Days</b>	8 shifts rostered or worked on 8 consecutive days	7 shifts on 7 consecutive days except with agreement from trainees
<b>Max Consecutive Long Days</b>	5 consecutive Long Days (>10 hours), then 48 hours rest	4 consecutive Long Days (>10 hours) except with agreement from trainees

- There is no requirement to pay back shifts missed due to sick leave.
- A roster should be designed to have at least two, if not three, consecutive weeks without out-of-hours duties, to enable requests for longer periods of leave.
- Trainees may define what constitutes a life-changing or significant life event and appropriate leave must be granted by the employer if given >6 weeks' notice; disputes can be escalated to the Guardian of Safe Working.



# Association of Anaesthetists

- The contractual requirement for trainees to provide emergency cover now stipulates this only applies to a vacancy that has arisen within the preceding 48 hours and where the cover is for no longer than 48 hours.
- Trainees are guaranteed leave for interview if that job is within public healthcare; this will not be deducted from leave allowances.
- References to any national locum pay agreements will be removed.
- The locum clause will be clarified to state a trainee only need to offer their time to any NHS bank of their choosing and activities such as sports cover or charity work do not fall under the scope of additional work as a locum.

## **Work Scheduling**

- Information from employing organisations to trainees will be provided at least eight weeks before starting a post.
- Statutory and mandatory training required by a trust or department is not to be taken out of study leave allowance, with study leave reserved for training or other opportunities.
- Payment must be made for approved exception reports within a month, or within the next available payroll, of a report being approved for payment. Any exception report not actioned by the end of a rotation will be automatically closed in the trainees favour and converted to pay.
- If time off in lieu (TOIL) is agreed by all parties as an outcome of an exception report, there will be a four-week window from the outcome being agreed for the trainee and rota manager to discuss and allocate the TOIL to a future shift. If the TOIL cannot be taken then this time will be converted to pay.

## **Pay**

- Guaranteed annual pay uplift of 2% for the next 4 years, backdated to April 2019. Applies to all aspects of pay.
- Extension to section 2 pay protection for those trainees who would be financially disadvantaged moving to the new pay scale, now extended to 2025 from 2022.
- From October 2020, a fifth nodal point will be introduced for trainees at ST6 and above, in order to recognise the significant high service contribution:
  - In October 2020, the value will be £3000
  - In October 2021, the value will increase to £6000
  - In April 2022, the value will increase to £7200
- Increases to weekend and night shift pay – this now includes all hours for any shift that finishes after midnight and by 04:00. This is in addition to the shifts previously agreed upon at this enhanced rate in the current contract.

*With thanks to Dr Matthew Tuck from BMA JDC who helped fact-check this document*