

Junior Doctors Contract 2016

Summary and Implications for GP Training

New Contract – Key areas

- Implementation
- Work Scheduling
- Exception Reporting
- Guardian of Safe Working
- Roles of ES, CS and DME
- Rota Rules
- Guidance for Lead employers

Implementation

- Timescales
 - Feb to April 2017 – GP trainees sharing rotas with trainees in Paeds, Psych or Surgery (all areas)
 - August 2017 - All other GP trainees
 - October 2017 – deadline for all trainees
- Transition only occurs at contract break after 3 Aug 2016 i.e. not those with 3 year contract which commenced prior to this date

Work Scheduling

- All trainees must be issued with a generic work schedule by employer at least 8 weeks before starting post (target 12 weeks)
- Host /Employer produce schedule which includes
 - Details of site, pay and key contacts
 - the expected service commitments
 - the parts of the relevant training curriculum that can be achieved in the post.
- Personalised work schedule to be agreed with trainee at the start of the post.

Exception Reporting

- To ensure prompt resolution of problems when work differs from the schedule
- Report sent by trainee within 14 days (7 if claim for pay) to ES (CS), and Guardian or DME
- Meeting with ES (CS) within 7 days.
- Possible outcomes include
 - Review of work schedule
 - Time off in lieu or compensation
 - Organisational change
- Guardian and/or DME review all outcomes

Exception Reporting Outcomes

- Level 1 – informal resolution
- Level 2 – if trainee not satisfied with stage 1
 - Includes trainee, service representative, ES (CS) and nominee of Guardian or DME
- Level 3 – If trainee not satisfied with stage 2
 - Conducted as final stage of employers grievance procedure
 - DME or nominated deputy must be present

Role of Educational Supervisor

- Can be delegated to CS if ES not in host site
 - Work Scheduling
 - Agree personal work schedule with trainee
 - Discuss learning experience with trainee regularly
 - Receive exception reports
 - Conduct / participate in schedule reviews
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Guardian of Safe Working

- Champion of safe working hours
 - Appointment by employer
 - Small employers combine to appoint guardian
 - Responsible for
 - Reviewing all exception reports
 - Administering fines and levies
 - Reviewing or attending work schedule reviews
 - Reporting to the board
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Director of Medical Education

- Review all exception reports relating to training issues
 - Whether improvements needed to training
 - Participate (or nominate participant) in level 2 and 3 reviews relating to training issues.
 - Report issues to the board
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Rota Rules – Potential GP Issues

- Standard week as per current guidance
 - <http://www.wessexdeanery.nhs.uk/pdf/BMAsessions.pdf>
 - Work above 40 hrs per week accrues time off in lieu or extra pay
 - 11 hour break in every 24 hours
 - Less than 8 hour break subject to fines
 - On call (available at home for patient care) subject to additional payment
 - ½ hour paid break if shift 5-9 hours, 2x ½ hour break if shift >9 hours
 - Fines if more than 25% meal breaks missed
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Study Leave

- Study leave for doctors at FY2 and above will include periods of regular scheduled teaching/training sessions, and may also, with approval from the educational supervisor and service manager, include:
 - undertaking an approved external course
 - periods of sitting (or preparing for) an examination for a higher qualification where it is a requirement of the curriculum.
 - Statutory and mandatory training are not part of study leave
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Other Terms of Service Changes

- Locums
 - Must offer to NHS “bank” and inform employer
 - Max 48 hours pw (56 if opted out EWTR)
 - Must inform ES and employer of private work
 - Leave
 - 6 weeks notice
 - Employer (host) should respond positively
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Guidance for Lead Employers

- Transition to new contract will not occur for those on long term contracts unless commencing after 3 August 2016
- How does Guardian work with practices
- MoU required with host sites covering
 - Responsibilities for each aspect of contract
 - Information transfer as part of HEE management
- Possible offer of transfer to new contract
 - Must be in consultation with host

Issues for COGPED

- How will OOH be scheduled / paid?
 - Within 40 hour week (clinical or education time?)
 - Additional to 40 hour week
 - Additional payment for work after 9pm or availability at weekend
- Who acts as DME for trainees in practice?
- How will Guardian of Safe Working implement system of reviews and fines?
- Support for practices in implementation

What Support do Practices Need?

- Familiarity with changes in ToS
 - Work scheduling
 - Template schedules
 - Management of exception reporting system
 - System, forms etc. (electronic?)
 - Communication with guardian and DME
 - For practices employing trainees
 - Appointment of Guardian
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