

Professor Hilary Diack

Head of Primary and Community Care Education
Health Education England,
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32 Russell Square
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Supernumerary status for GP trainees

Dear Professor Diack,

As you may be aware, from the 7th August new changes to the 2016 terms and conditions of service for Doctors and Dentists in training were implemented. Amongst the changes agreed for August was the re-contractualisation of GP trainees as supernumerary staff members in the primary care setting.

Whilst trainees continue to be expected to provide valuable clinical services whilst in training, they are not generally considered a part of the workforce in terms of required staffing levels. In practice, trainees are still expected to provide appropriate notice for leave (contractually defined as six weeks). However, where appropriate notice is given, leave should be granted, in line with the principle of supernumerary status within the contract and the process outlined in the BMA and NHS Employer's 'Good Rostering Guide'. As per the contract, leave can still be requested with less than six weeks' notice by mutual agreement. The clause regarding leave for life changing events, statutory paternity leave, shared parental leave and emergency or special leave for other reasons is unaffected by this change.

In recent weeks we have received queries from trainees across England regarding their supernumerary status. In a number of areas, trainees are applying for leave from training practices which is being refused, despite appropriate notice being given. This practice is not in line with the contract as it now stands.

We are therefore writing to you in the hope that you could disseminate these changes to head of GP Schools and practices in their area via GP Education Directors in England, so that policies restricting trainee leave can be amended.

Yours sincerely,

Dr Sandesh Gulhane and Dr Lynn Hryhorskyj
Co-chairs BMA GP Trainees Committee



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