

19th February 2024

RE: Junior Doctors Industrial Action 24th February 2024 to 28th February 2024

Senior Medical staff FAQs

General FAQs

1. When will the industrial action be and what is the planning priority?

As required by law, the unions have given at least two weeks' notice of industrial action. It is planned from 7am on Saturday 24th February 2024 to 11.59pm on Wednesday 28th February 2024 (the Friday 23rd February 2024 overnight shift will be finished and handed over as usual).

Maintaining patient safety during the period of industrial action is our priority and our focus will be on our urgent and emergency pathways, maternity services, and our inpatient areas. We are anticipating that we will need to step down most outpatient and elective activity in order to focus on safely providing care for patients on urgent and emergency pathways.

2. Who can take industrial action?

Any doctor who holds a Junior Doctor contract with the NHS, is eligible to take industrial action. They must however be rostered to work on the days of action in order to strike.

[Taking industrial action \(bma.org.uk\)](https://www.bma.org.uk)

Consultant, Specialist Grade, Specialty Doctors and Associate Specialists (SAS) contract holders are not eligible to take industrial action.

3. How many people does this involve at Blackpool Teaching Hospitals?

Blackpool Teaching Hospitals currently employs 396 junior doctors including those employed by the Lead Employer. Our junior doctor colleagues make up 60% of our medical and dental workforce.

4. How many junior doctors will take industrial action?

This may not be clear until the days of action. Whether an eligible junior doctor opts to take industrial action is a personal choice, and we will respect whatever choice individuals make. Junior doctors aren't obliged to share their choice with us in advance of the industrial action, and they shouldn't be pressurised with questions. We are very grateful where individuals feel able to disclose their intentions to us in advance, as this will help us plan to keep patients safe.

Industrial action is unpaid, so financial impact may prevent some junior doctors exercising their right to strike. Individuals can choose to strike for all the days of industrial action. They do not have to take action on all days if they do not wish to. Whatever the reasons for their individual choice, it is important that all doctors feel respected by clinical leaders, managers, and peers.

5. What form will the industrial action take, and what derogations are being agreed?

The BMA have stated that the industrial action will be a full walkout, which means that some activity (including elective and emergency) will be affected. “Derogations” are exemptions from industrial action for individuals and services. To date, the BMA have not agreed any derogations, with the exception being arrangements to recall staff in the event of a mass casualty incident.

6. What activity is going ahead?

We are reviewing all services and dependent on the rota templates and predicted staff availability, some activity will be stood down.

The plans are being worked up and will be confirmed via the Incident Management Team with details to be shared as soon as possible.

7. What activity will be stood down?

We are currently reviewing our planned elective activity for the duration of the industrial action, including for the period of time leading up to the industrial action, and after.

8. Who is providing cover, and will any other healthcare professionals be able to support senior doctors?

All Consultants, Specialist Grade and SAS contract holders will be asked to help cover the roles undertaken by our junior doctors, as well as provide their usual senior leadership. For many senior doctors, this could mean you being asked to ‘act down’ within your own specialty at either middle tier (Tier 2) or intermediate grade (Tier 1); or act down and across at Tier 1 grade to provide junior doctor cover for another specialty.

9. Will any other healthcare professionals and scientists be able to support?

We are fortunate to have many skilled Nurses, Midwives and Allied Health Professionals, Pharmacists and Healthcare Scientists and we will ask them for their support. Their expertise will be really valuable in keeping our patients safe.

10. How will the Emergency Departments be covered?

Emergency Departments will be covered by our Emergency Department Consultants, SAS doctors and Emergency Nurse Practitioners/Advanced Clinical Practitioners, with support from prescribing pharmacists.

11. What support is going to be available for managing deteriorating patients?

A rota of clinicians will be in place to support cardiac arrests and provide emergency response for deteriorating patients.

12. Who is going to do the nights on call?

Every specialty will be asked to ensure sufficient cover for its services, including 24/7 cover where required. Some specialties may need cover to be provided by senior doctors of other specialties where it is safe and appropriate, and those doctors are willing to cross-cover. Specialties will need to work out and agree cover for their own rotas; but consideration should be given to the following two principles:

- Those covering resident nights, should ideally be those who most recently covered resident nights

- Those covering resident nights should ideally do more than one night where possible, for continuity; however, we recognise that this may not be practical for some colleagues and arrangements should be negotiated within specialty teams.
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Industrial Action – Consideration for Individuals

13. What happens to my job plan during the industrial action period?

We are asking that all timetabled activity is diverted to industrial action cover, either as DCC or management of industrial action activity. If you have SPA time during this period, we therefore ask that you convert it to DCC or management of industrial action activity (see FAQ 14 below).

If you undertake additional to contracted hours for resident activity to cover industrial action, this activity will be remunerated in these exceptional circumstances, at agreed Industrial Action rates. We will pay Consultant and SAS enhanced rates for resident additional hours as per Q24, Table 1 below. These rates have been agreed across Lancashire and South Cumbria to support consistency.

14. What exactly does this mean for my study leave, my annual leave, and my SPA time?

We are not asking you to cancel leave at short notice, particularly if this would incur expense, however if you have some flexibility to defer leave, that may be of help. Please discuss any proposed changes to leave arrangements with your Head of Department. Where possible, please consider the following:

- Deferring study leave
- Deferring annual leave
- SPA time should be replaced with DCC or management of industrial action
- If core SPA time is displaced, this may be either taken back at a later date, or alternatively paid as per the rates in Q24, Table1.

15. My usual job planned clinic has been cancelled and I have been asked to cover a ward instead. Will I receive additional payment for this?

No, you will not receive additional payment for work undertaken within your contracted, job planned hours, many doctors will be asked to work outside their area of specialty expertise, do something different or to act down during the industrial action, providing you can work safely and within your competence. If this is within contracted hours, there will be no additional payment.

16. During my job planned ward round I will need to do things that I would not normally do, e.g. what juniors do, will I receive additional payment for this?

We recognise that you may need to undertake work that you would not normally carry out as a senior doctor and we are grateful for your flexibility. Many doctors will be required to act down during the industrial action, but all doctors will only be asked to work safely and within their competence. There will be no additional payment, as the work will be undertaken within your contracted, job planned hours.

17. What about my private practice commitments?

If you are able to re-schedule your private practice so that you can support us in the NHS, that would be greatly appreciated. Please discuss any proposed changes with your Head of Department. If by re-scheduling private work, you are undertaking additional NHS activity then you will be eligible to claim Industrial Action rates of pay (see Q24, Table1).

18. What if I am asked to support a specialty that I don't normally work in?

We will only ask you to work safely and within your competence. If you are asked to take on a junior doctor role in another specialty, you will be well-supported by easily accessible multi-disciplinary specialists and Consultant level.

19. I haven't worked on the wards for years, how am I going to do this?

There will be refresher training planned in advance of industrial action, for both clinical tasks and for using IT systems. There will also be dedicated IT support available throughout the industrial action.

20. I will support my service by doing the resident nights, but I can't work both days and nights; how are you going to pay me?

Senior doctors working a resident night as an exceptional additional industrial action activity, who are rostered to work the day before and the day after, will work the night as agreed, and the rostered days will be classed as 'rest days'. Pay for the night will be as detailed in Q24, Table 1 and this will be in addition to your usual salary.

21. How do I claim for my additional hours worked?

For additional hours claims, please complete an Industrial Action Additional hours claim form which can be located on OneHR.

[Junior Doctors Strike | oneHR \(bfwh.nhs.uk\)](https://onehr.bfwh.nhs.uk)

All forms will be provided to payroll and paid in the next available salary.

22. I have been asked to cover an additional non-resident on-call shift during the industrial action, what will I be paid?

In this situation you will be paid the usual on-call rate as shown below:

Grade	Non-Resident On-Call Rate
ST3+/Senior Clinical Fellow/Specialty Doctor/Non autonomous Associate Specialist	£30 per hour
Consultant, Associate Consultant and Associate Specialist with autonomous practice	£60 per hour

Should you be asked to come into work during your non-resident time, the resident rates as specified in Table 1, question 24 will apply.

23. Is there any additional support available for me?

If you have concerns please speak to your line manager, Head of Department or Specialty and Clinical Directorate Managers

24. What are the rates of pay agreed for additional resident work during the industrial action?

These are shown in Table 1 below:

Table 1. Enhanced pay rates per hour (applies during the full period of industrial action)

Role	Weekday		Overnight	Weekend (Day)
	7am – 7pm	7pm – 11pm	11pm – 7am	7am – 11pm
Consultant	£158/hr	£210/hr	£262/hr	£210/hr
SAS Grade Doctors (Autonomous)	£158/hr	£210/hr	£262/hr	£210/hr
SAS Grade (Supervised)	£90/hr	£116/hr	£158/hr	£116/hr
ST6 – 8	£100/hr	£110/hr	£150/hr	£110/hr
ST3 – 5 Senior Clinical Fellow	£90/hr	£100/hr	£130/hr	£100/hr
CT1 – 2	£80/hr	£90/hr	£100/hr	£90/hr
F2	£70/hr	£80/hr	£90/hr	£80/hr
F1	£60/hr	£70/hr	£80/hr	£70/hr

Table 2. Example of enhanced pay for weekday additional activity for consultants and autonomously practising SAS doctors

Pay Rates (Nights: 2000h – 0830h)				Pay Rates (Evenings: 1700h – 2200h)			
Shift Time	Hours	Rate	Total	Shift Time	No. Hours	Rate	Total
2000h – 2259h	3 hours	£210/hr	£630.00	1700h – 1859h	2 hours	£158/hr	£316.00
2300h – 0659h	8 hours	£262/hr	£2,096.00	1900h – 2200h	3 Hours	£210/hr	£630.00
0700h – 0830h	1.5 hours	£158/hr	£237.00				
Gross Pay per Night Shift			£2,963.00	Gross Pay Per Evening Shift			£946.00
Gross Pay for 3 Night Shifts			£8,889.00	Gross Pay for 3 Evening Shifts			£2,838.00

25. Will these rates apply to bank and agency doctors working within my department?

Colleagues working through the bank will be paid the agreed industrial action rates; however the rates will not apply to agency doctors. Agency rates of pay will remain as per the medical and dental temporary policy. Any requests for escalation would need to go through the usual executive process.

Agency workers agree their rate at the point of booking and rates will not change over the period of industrial action.

26. Health and Wellbeing

We appreciate that this may be a stressful time for colleagues, so we want to outline the support that remains available to you, should you need it, which includes:

Occupational Health – you can either self-refer or speak to you manager to make a referral

You can also contact Katy Coope, Executive Director of People & Culture, by MS Teams or katy.coope@nhs.net