

## 2016 Junior Doctor's Contract – Factsheet for GP Practices

For the first time GP trainees will be employed on the same basis as hospital based trainees. This will result in substantial change and while we as Lead Employer intend to make seminar based training available to all GP practices over the coming weeks we thought it opportune to give some advance information to enable you to plan. NB The first trainees employed on the 2016 terms and conditions (TCS) will commence in GP practices from 2<sup>nd</sup> August 2017 but for the first year or so you may receive trainees on both 2002 and 2016 TCS. For more in depth guidance please read (in particular section 12)

<http://www.nhsemployers.org/~media/Employers/Documents/Need%20to%20know/Implementation%20guidance%20for%20employers%202107.pdf>.

### Key Features of the 2016 Contract:

- ❖ Pay - the trainee's pay is set out in schedule 2 of the 2016 TCS and annex A of the 2016 TCS <http://www.nhsemployers.org/your-workforce/pay-and-reward/pay/pay-and-conditions-circulars/medical-and-dental-pay-and-conditions-circulars>. A new GP flexible pay premium is in place while the trainee is working in a GP practice (this replaces the 45% pay supplement paid under the 2002 TCS).
- ❖ Generic Work Schedule - You are required to produce generic work schedules for trainees rotating to your practice. The work schedule will detail the intended learning outcomes, scheduled duties of the doctor and the distributions of hours they will be working and the respective annual pay for these hours. A generic work schedule should be sent to Lead Employer 12 weeks prior to the trainee commencing in rotation. The work schedule should not exceed 40 hours and must adhere to the safe working hours constraints outlined in Schedule 3 of the 2016 Terms and Conditions – failure to do so could result in financial penalties. Please find examples of generic work schedules on the NHS Employers website: <http://www.nhsemployers.org/your-workforce/need-to-know/junior-doctors-2016-contract/information-for-employers>
- ❖ Personalise Work Schedule - after the trainee has started, the generic work schedule should be personalised based on learning needs identified with the individual trainee and the opportunities within the placement.
- ❖ Exception Reporting – Trainees can raise an exception report if their working hours vary significantly or regularly from the agreed work schedule. Reports are filed using the Allocate system and go to the Educational Supervisor. Exception reports can lead to a work schedule review.
- ❖ Work Schedule Review Process – Triggered if the trainee has: safe working, working hours, educational concerns and/or issues relating to service delivery. This can lead to: no change, documented changed to the work schedule or compensation/time off in lieu
- ❖ Guardian of Safe Working Hours - Ensures that issues of compliance with safe working hours are addressed by the doctor and/or employer/host organisation. For all organisations with less than 10 Trainees, the Lead Employer have appointed Peter Arthur as the Guardian. Contact details: [peter.arthur@sthk.nhs.uk](mailto:peter.arthur@sthk.nhs.uk)
- ❖ Out-of-hours - When 6 hours 'Out of Hours' is worked time in lieu (TIL) will need to be provided from Standard 40-hour week in the work schedule. This can sometimes be allocated at the discretion of the GP Practice and the trainee and need not always necessarily be in the same week. However dependent on when the out of hours is worked it may be necessary to structure the TIL to ensure compliance with the contract's maximum working day and minimum break requirements (Schedule 3 – NB Minimum 11 hour break every 24 hours - less than 8 hours = financial penalties).

We will be giving presentations around the local area to GP Trainers and Practice Managers, however if you have any questions in the meantime then please send them to:

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