

Trust Board Report

Meeting Date:	28 th January 2013
Title:	Update Report on recent Doctor's Dentists Review Body (DDRB) announcements
Executive Summary:	To provide an update on the scoping report on Junior doctors' contract released in December 2012;
Action Requested:	To note the contents of the report.
Report of:	Director of HR
Author: Contact Details:	Denise Harnin, Director of HR Denise.Harnin1@nhs.net
Resource Implications:	
Public or Private: (with reasons if private)	Public
References: (eg from/to other committees)	
Appendices/ References/ Background Reading	
NHS Constitution: (How it impacts on any decision-making)	<p>In determining this matter, the Board should have regard to the Core principles contained in the Constitution of:</p> <ul style="list-style-type: none"> ✦ Equality of treatment and access to services ✦ High standards of excellence and professionalism ✦ Service user preferences ✦ Cross community working ✦ Best Value ✦ Accountability through local influence and scrutiny

Junior Doctors' Contract

The department of Health has published a scoping report written by NHS Employers which reviews the viability of the current contract for doctors in training.

The report commissioned by the DDRB, accounts for the views of employers, the BMA, BDA and junior doctors.

All stakeholders agreed that a new contract should work towards 5 aims:

- Better patient care and outcomes
- Doctors in training feeling valued and engaged
- Affordability
- Produces the next generation of medical professionals
- Improves relationships (employers with juniors, juniors with Deaneries and Deaneries with employers)

There is an agreement that the current contract is not achieving these aims.

Employers' feedback refers to the most problematic elements of the current contract which include the effect it has on the employment relationship; the rigidity of shift patterns, application of protection, monitoring and the re-banding process.

Principles

Stakeholders agree that new arrangements should, amongst other requirements;

- Reward appropriately – ensuring that the overall reward package remains competitive and attractive and rewards doctors in training fairly, equitably and consistently in accordance with their value to organisational service delivery.
- Be affordable for employers – incentivize appropriate overtime and patterns of working hours whilst being consistent with European Working Time Directive (EWTD).
- Link pay progression through the training program and the achievement, and effective application of, competencies rather than based on time served in employment.
- Comply with employment legislation.
- Seek to be more straightforward to apply and administer than the contractual arrangements.
- Harmonise education, training and service delivery needs.
- Recognise the need for doctors in training to attain competences through training and that achievement of these is dependent on participation in service delivery.

A remit to commence negotiations is expected imminently.

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