

## Fighting for fair pay for NHS staff

2nd February 2016

### **Advice for UNISON student members in university or on clinical placements during the period of industrial action by Junior Drs on 10<sup>th</sup> February**

#### **What is new?**

The BMA have announced new dates for industrial action following a breakdown in talks between the BMA and the government over contract reforms to the Junior Doctor contract. <http://oneprofessionbmaorguk.c.presscdn.com/wp-content/uploads/2016/01/Dr-Johann-Malawana-to-Danny-Mortimer-4-Jan.pdf>

#### **Why are junior doctors taking industrial action?**

The BMA have been in negotiations with the Government over a new contract for junior doctors. However, the government has threatened to impose a new contract that the BMA does not believe is acceptable. In a turnout of 76.2 per cent, junior doctors have voted overwhelmingly for industrial action. More information can be found here: <http://oneprofession.bma.org.uk/>

#### **What action is taking place?**

Action will take place from 8am on Wednesday 10 February to 8am on Thursday 11 February, with junior doctors providing only emergency care during this period.

#### **Is UNISON supporting the action by junior doctors?**

Yes. UNISON has made clear that it supports the action taken by junior doctors. <https://www.unison.org.uk/news/press-release/2015/11/unison-supports-industrial-action-by-junior-doctors/>

#### **What should I do if I am working on clinical placements?**

Our advice, similar to that of the BMA, is to work as normal. However, if at any point you believe patient safety may be at risk and planned care cannot go ahead, you must have urgent discussions with your clinical manager. You should not be coerced into carrying out any procedures you have not been trained and feel safe and confident to do, and should always stay within your professional boundaries of your student code.

#### **Students wishing to take part in local demonstrations:**

As part of the NHS Bursary campaign, where students wish to participate in events, we suggest engaging with the local UNISON branch and that of the student union at the university. They can help to organise and plan this including formally notifying the university and liaising with lecturers. This will provide a safety net for students to participate.

However it's important to note that students are not covered by the trade union legislation, this means you will not be taking legal industrial action. As a result, universities may ask you to

make time up if it is more than your usual break duration.

If you are on a clinical placement, you may want to liaise with the local UNISON branch who can help by notifying the management at your placement. Make sure you hand over any information about those in your care to other members of the team whilst you are away from your placement.

### **What happens if the university challenges me for taking part in local action?**

This advice is about enabling you to participate in local action. We do not anticipate universities or others will challenge you for standing up for the NHS Bursary. However, if you are worried, you can contact your local UNISON branch for help and support.

### **What if I am asked to take on additional responsibilities during the strike?**

It is very important to remember at all times to act within your role. While you may feel pressure to take on extra duties, it is vital that during the industrial action you do not work beyond your role or capability as a student. You should not undertake work that would normally be done by a striking worker.

### **Where can I find out more information?**

You can get information from the BMA <http://oneprofession.bma.org.uk/>

NMC Code of Conduct <http://www.nmc.org.uk/standards/code/>

HCPC Standards of Conduct, Performance and Ethics <http://www.hpc-uk.org/aboutregistration/standards/standardsofconductperformanceandethics/>