

***Human Resources***

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[www.nhslanarkshire.co.uk](http://www.nhslanarkshire.co.uk)

**Strictly Private & Confidential**

**Date:** 3 December 2021  
**Our Ref:** JB/MF/DA  
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Dear Doctor

The safety of our patients and staff continues to be our top priority as we continue to work through short and medium term actions to increase staffing and improve the flow of patients out of hospital. It is now more important than ever that staff look after their own and each other's wellbeing. A new "Your Health Matters" webpage has been developed within NHS Lanarkshire to support staff. The webpage contains information and support on a variety of topics that can impact both your working and personal life as well as links and guidance on how to access support services that may be useful to you. To find out more it's at [www.nhslanarkshire.scot.nhs.uk/your-health-matters](http://www.nhslanarkshire.scot.nhs.uk/your-health-matters)

You will be aware that many departments have employed additional staff to help meet the current exceptional challenges on the service and that this also includes Military support. This is part of our ongoing effort to ensure that sustainable rotas are in place and I am now also requesting that a senior member of the clinical team meets with you to consider whether the structure and operation of your rota is representative of normal circumstances or whether in the current environment monitoring could be deferred to remove a further system pressure. As part of that discussion, we would also aim to proactively ascertain if there are any further measures that can be put in place to help support you at this time as getting rotas optimised is in the interest of all parties.

In that context and following further careful consideration and full discussion with the BMA, we will then be able to confirm any rotas which need to be monitored but for all others we will regrettably defer monitoring of junior doctors' hours for the period August 2021 – February 2022.

All rotas should continue to comply with the Working Time Directive and requirements for rest under the Junior Doctors Contract. The monitoring team will continue to work with

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Monitoring Letter to Drs 3 December 2021.doc

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Service to determine if a change to template rotas is required. Likewise, any subsequent change to bandings will be honoured if this is appropriate and required.

Before making a final decision I would appreciate if you could come forward with your views on monitoring particularly if you believe that monitoring for this 6-month period August 2021 to February 2022 should proceed. Please relay any concerns you may have to your Chief of Medical Services or Associate Medical Director (details of which are noted below) by Monday 13 December 2021

Please note that, as always, Junior Doctors undertaking additional shifts or additional hours to cover for absences etc, should only do so where they are able to maintain adequate rest and safe working patterns. Any additional hours worked outside the rota template should be claimed as soon as possible and will be paid in line with the current arrangements. Additional hours should be agreed in advance locally where practical and in all cases where additional shifts are being worked. I will contact Medical Managers separately to ensure that any additional payments are expedited immediately.

Our Educational and Clinical Supervisors are available locally to help continue to support your wellbeing and any concerns that you may have around the impact of the current situation on your educational and training. They will be in contact with you to seek some views from you locally but please do not hesitate to contact them should you have any immediate questions or require support. It is our intention that all rotas will be monitored in the next cycle (February – August 2022) and, for any rotas where monitoring is deferred in the current round, should that monitoring indicate that applicable banding should be increased then payments will be backdated to 3<sup>rd</sup> August or your commencement date within NHS Lanarkshire. Protection arrangements as described in Junior Doctors Terms and Conditions will also apply.

Please also note that both the local negotiating committee ([LNC-NHSLan@BMA.org.uk](mailto:LNC-NHSLan@BMA.org.uk)) and the BMA more widely are available to provide support and advice as well during this time and can be contacted via [support@bma.org.uk](mailto:support@bma.org.uk) or on 0300 123 1233.

For health and wellbeing support, the BMA wellbeing and support service, a 24/7 peer support service covers all doctors irrespective of membership status their spouses and dependants aged 16 to 24. If required, please use this service on 0330 123 1245.

Yours sincerely



**Jane Burns**  
**Medical Director**

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