

NHS Trust Director of Medical Education

Directorate of Education and Quality
Floor 2, Stewart House
Russell Square
London WC1B 5DN

By email only



16th May 2019

Dear Sir or Madam

Funding to improve working conditions for Junior Doctors

You will be aware that, in his letter of 18 September 2018 to Dr Nagpaul, BMA Council Chair, the Secretary of State announced that he was making available to NHS Trusts in England £10 million to be spent in agreement with junior doctors locally to improve working conditions for junior doctors.

A group was convened to agree the fair allocation of this funding across the country. This was chaired by Health Education England and comprised representatives including the BMA Junior Doctors Committee, NHS Employers and the Academy of Medical Royal Colleges.

The group agreed that NHS hospitals including mental health trusts and some community trusts in England should receive £30,000 each to be used to enhance facilities and the working environment for junior doctors on their premises. In addition, it was agreed the remaining balance of £3.7 million should be shared equally among some hospitals, mental health trusts and community trusts which are in greater need of investment (using data collated from a number of sources).

The hospitals, mental health trusts and community trusts identified in greater need of investment will receive a total of £60,833.33 each.

To ensure the funding is used to make improvements that will impact positively on the working conditions of junior doctors, the committee agreed that proposals will have to have the endorsement of junior doctors and sign off committing to delivery of the proposals by the senior managers in each hospital / mental health trust / community trust. Consequently, it was agreed the Director of Medical Education and Junior Doctors' Forum should determine, sign off, and monitor, the funding allocation locally.

The aim of the funding is to improve the working conditions for junior doctors. It is suggested that the BMA Fatigue and Facilities Charter will be used as a guide to inform the use of the funding locally but, it is recognised, circumstances and need will vary by location.

Consequently, there is some flexibility to invest in other projects outside of the charter to improve junior doctors working conditions, if signed off by the Junior Doctors' Forum.

To account for the appropriate use of the funding, hospitals / mental health trusts / community trusts will be required to document the allocation of their funds, alongside the justification for its use and provide this to their board. This information should also be available to the BMA Local Negotiating Committee on request for review. We will also wish to use this documentation in future to publicise the improvements made for junior doctors with this investment.

I am pleased to inform you that **[insert name of hospital/trust]** will receive the sum of **[insert amount]** to make improvements that will impact positively on the working conditions of junior doctors.

The payment will be made through the Learning and Development Agreement (LDA) and we will work with individual hospitals / mental health trusts / community trusts to update the next available LDA schedule. For some this will be monthly, for others this will be quarterly.

For further information, please refer to the list of Frequently Asked Questions which have been published on NHS Employers' website.

Yours faithfully

Professor Sheona MacLeod
Deputy Medical Director for Education
Reform and Postgraduate Dean, Health
Education England

Dr Jeeves Wijesuriya
Chair of the British Medical Association
Junior Doctors Committee

Danny Mortimer
Chief Executive, NHS Employers

Professor Caroline MacEwen
Chair, Academy of Medical Royal
Colleges

CC NHS Trust Chief Executive
NHS Trust Chair