

Tuesday 7 March 2023

Dear colleague,

As you will have heard, the British Medical Association (BMA) has announced that the industrial action by junior doctors will run from Monday, 13 March, to Wednesday, 15 March.

As with other unions, MFT sees this as a dispute between the Government and junior doctors, and fully supports the rights of our staff to take industrial action in line with employment relations rules.

As an organisation, we will always recognise and value the tremendous contribution made by our junior doctors and dentists, both those employed directly by MFT and those hosted here during their postgraduate training. We must all respect the rights of individuals to take strike action or decline, understanding that personal circumstances will influence those choices. We need to be compassionate towards one another at a time of great challenge and uphold our professional integrity for our patients at all times.

All of our staff are clear that patient safety needs to be prioritised during industrial action. We have therefore been discussing arrangements with senior doctors and junior doctors well ahead of the planned dates for industrial action. The extensive range of activity provided by junior doctors means that there will be implications for virtually all our services. Each site and service will have a medical rota in place to cover the industrial action period, and will make clear decisions on what elective clinical activity can continue and what will need to be stood down. Patients whose appointments or procedures cannot take place will have these re-scheduled.

In support of these arrangements, and to maintain patient safety, some staff will be asked to work outside of their normal expertise, under appropriate and accessible supervision and support. I want to reassure you that this is in line with standard practices, and staff will always be working within their qualifications and competency. You will be advised of arrangements in your area, and if you have any questions then please ask your line manager in the first instance.

We are likely to see picket lines and/or protests outside a number of our sites. The purpose of picketing can only be to obtain or communicate information, or to persuade any person to work/abstain from working. Picketing must be done peacefully with no threatening or intimidating behaviour towards those that attend work and cross the picket line. If you have any concerns, please raise them with your line manager in the first instance.

Best wishes,

Peter Blythin
Group Executive Director of Workforce and Corporate Business