

The Society of Radiographers Guidance on Junior Doctors Dispute

January 2016

The Junior Doctor's Dispute

The BMA have called Junior Doctors to take strike action. The dates announced so far are:

- **12 January 2016** – Emergency care only between 8am on Tuesday, 12 January and 8am on Wednesday, 13 January (24 hours)
- **26 January 2016** – Emergency care only between 8am on Tuesday, 26 January and 8am on Thursday, 28 January (48 hours)
- **10 February 2016** – Full withdrawal of labour between 8am and 5pm on Wednesday, 10 February

Their dispute is over changes to their employment contract, specifically how unsocial hours are dealt with.

National SoR Support

“The Society of Radiographers offers its support to the junior doctors if they take industrial action. Like radiographers who took strike action over the past year we know that patient safety will be the number one priority for the junior doctors, and that steps will be taken to ensure that those who need care will receive it. These hard working health professionals are facing attacks on their pay, including on payment for working unsocial hours. This is also an issue facing radiographers and other health professionals in the NHS, who are facing being paid less for working in the evening, weekends and at night. Both junior doctors and radiographers already provide seven day services, day and night, 365 days a year. The proposals which have resulted in this strike, including imposition of them, are very similar to those facing many radiographers, who will have great sympathy for their junior doctor colleagues. We will be encouraging our members to support their junior doctor colleagues at demonstrations as a show of solidarity between the professions. We call on the Government to resolve this dispute through meaningful negotiation and conciliation.”

The joint NHS trade unions, including the SoR, have agreed to a protocol which is included at the end of this guidance.

Guidance for SoR Members

- As we have not balloted for industrial action you must not refuse to cross the picket line or refuse to carry out any of your normal duties. This could be seen as ‘unofficial action’ and could lead to dismissal.
- You may also be in the position where you have to take on a striking member of staff's duties in the care of a patient, you cannot refuse to do anything that would put a patient at risk, as this could lead to action from the HCPC.

- If you are asked to perform duties that are not your normal responsibilities and it is not in the course of caring for a patient you can refuse to do this.
- You can get involved by joining in local/regional demonstrations before/after work, on your lunch hour or if you have the day off.

If you have any questions please get in contact with your SoR Workplace Representative.

NHS Staff Council Joint Trade Union Protocol on Industrial Action in the NHS

The trade unions in the NHS who are not involved in this industrial action have agreed to encourage their members not to take any action to undermine the lawful industrial action of the BMA junior doctors.

In particular unions not taking part in formal action agree to:

- Respect the right of other unions to take lawful industrial action and will not criticise or condemn the trade unions involved in industrial action
- Encourage their members to show support for the industrial action, which could include joining protests outside of their working hours, using social media or local press to express their support etc.
- Give strong advice to their members that they should continue with their normal duties but should not take on any non-contractual additional responsibilities being given to them directly as a result of the industrial action. They should not be expected to be moved from their normal duties or provide cover for staff taking industrial action or take on overtime or additional shifts to make up for the industrial action of other staff.

All the NHS trade unions have signed up to this protocol as follows:

- **BAOT**
- **BDA**
- **BMA**
- **BoS**
- **CSP**
- **FCS**
- **GMB**
- **HCSA**
- **MiP**
- **POA**
- **RCM**
- **RCN**
- **SCP**
- **SoR**
- **UNISON**
- **UNITE**