

KEY FACTS EVERY GP TRAINEE SHOULD KNOW NOW

- 1** GP Trainees in England have had enough of being undervalued by the government. We are calling for **Full Pay Restoration** alongside our Junior Doctor colleagues. This involves correcting real-terms pay cuts & addressing the GP Flexible Pay Premia deficit.
- 2** As GP Trainee pay has not kept pace with inflation, the real-terms value of our **pay has fallen by over 26.1% and continues to fall.**
- 3** Prior to the Junior Doctor contract being imposed in England in 2016, GP Trainees had equivalence with Hospital Colleagues. **In other words, the average GP Trainee was paid to the same level as the average Hospital Trainee.**
- 4** The GP Flexible Pay Premia was supposed to ensure **Pay Parity** was maintained in the new Junior Doctor contract, however, due to a lack of data, the value for the GP Flexible Pay Premia was set too low.
- 5** Despite the government agreeing to address Pay Parity for GP Trainees in 2019, the **government have not held even a single negotiation meeting** with the BMA to increase the GP Flexible Pay Premia.
- 6** **GP Trainees can engage in industrial action by withdrawing labour from their GP practice.** Although GP Trainees cannot picket at a place that is not considered their normal place of work, they can join in local protests, outside hospitals, for example.
- 7** **GP Trainees in England are Supernumerary.** This means that the effective running of any GP practice should not be dependent on the attendance of GP Trainees. **Patient safety should be ensured when GP Trainees take Industrial Action.**
- 8** **International Medical Graduates or IMGs** are an incredibly valuable element of the GP workforce. Over **40%** of all GP Trainees are IMGs and that number is rising. **The BMA have committed that we will not undertake any form of industrial action that will negatively impact the legal status of a worker's visa.**
- 9** GP Trainees make up **20% of the GP Workforce in England.** We are the first to take action on behalf of the entire GP workforce. We are balloting for IA to bring the government to the table, to discuss increasing pay for Junior Doctors. This will open up other conversations with the government around improving conditions for other types of GPs.
- 10** Local GP networks are there to inform, empower and support GP Trainees with industrial action.
- 11** The BMA advocates for doctors & medical students across the UK. Join today to share your voice & fight for a better future for Junior Doctors & General Practice.