

Becoming a BMA Representative – The Facts for Consultants and SAS Doctors

Q. What is a Local Negotiating Committee?

A. The LNC at each Trust is made up of all the accredited BMA reps at that Trust (Resident doctors, SAS doctors, consultants and doctors on locally employed contracts), plus the BMA Industrial Relations Office (IRO)/ Regional Support Officer (RSO) for the Trust. The LNC is chaired by one of the BMA reps. The LNC reps meet with Trust management (at the Joint LNC) to negotiate on terms and conditions, policies and procedures relevant to doctors and to raise collective issues. For example, we might discuss LTFT Work scheduling, carry over of leave, negotiate a new policy on Job Planning for consultants; discuss with the Trust whether they will give additional leave to SAS doctors; discuss terms and conditions issues, Locally Employed Doctor contracts etc. Further info on our website - <https://www.bma.org.uk/what-we-do/local-negotiating-committees>



LNC/JLNC

Local Negotiating Committee

LNC – This is staff side – BMA reps representing all relevant grades/workplaces. The LNC should have their own constitution. The model constitution is on LNC support hub. The LNC should meet separately for a premeet before joint meetings and at other times.



JLNC

Joint Local Negotiating Committee

JLNC – this is the joint meeting with management. There will be a separate constitution for this meeting which will be agreed with management side. It will set out how many seats each side has at the meeting and who can attend.

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Q. Who can be a BMA LNC rep?

A. Any BMA member – as long as there are enough seats on the Trust Local Negotiating Committee. Your BMA Industrial Relations Officer or Regional Support Officer (IRO/ RSO) will advise on this, and liaise with the Trust if necessary).

Q. What are we looking for in a BMA LNC rep?

A. Someone who is happy to stand up for and represent their colleagues, work with (and if necessary, challenge) senior management, who has an ear to the ground, is approachable and interested in organising local members. We offer training and further opportunities for development.

Q. How do you become a BMA LNC rep?

A. Tell the BMA that you are interested in becoming a rep. If there are more volunteers than places an election may be held – or the Trust may agree to allow additional BMA reps.

Q. What do I have to do to become a rep?

A. Complete the accreditation form that your IRO/ RSO will send you; Complete the 30-minute mandatory online training module (see below); meet with your IRO/ RSO for an introductory chat and you will be sent a welcome pack and then sign up to attend face to face training at a future date.

Q. What is 'accreditation'?

A. This is the process where the BMA confirms to the Trust as your employer that the BMA have legally accredited you as a BMA rep (we check that you are a member, that you have completed the accreditation form, completed the initial online training module, been elected if needed etc.). The BMA then informs the Trust that you are a rep. As a BMA rep you will be a trade union rep at your workplace. Accredited trade union reps are entitled to request reasonable time off with pay to carry out their duties such as attending meetings at the Trust, attending BMA training for reps etc. This time off with pay does not come out of your annual or study leave or any other leave, it is specifically for accredited trade union reps. You are also afforded additional protections allowing you to raise issues with confidence.

Q. What is the role of a BMA LNC rep? What will I actually have to do?

A. The key part of the role is to represent your fellow doctors at the Trust. This means:

- communicating with your colleagues;
- making sure they know you are a BMA rep;
- asking them to let you know about any problems / issues that they are having – particularly collective matters affecting more than one doctor.
- taking these issues to the most appropriate meeting to try and resolve or escalate any problems / improve working arrangements for doctors – this could be the Local Negotiating Committee meetings (see below), or it could be some other route. Your IRO/ RSO can advise you on how best to raise matters.
- support/ organise local BMA campaigns
- attending as many as you can of the BMA Local Negotiating Committee meetings at the Trust (usually 4 – 6 per year)
- attending the quarterly Regional BMA Committee (RCC or RSASC) when you can.
- feeding back to your colleagues about what is being discussed at these meetings and in national BMA developments
- supporting local organising and campaign work.

It's quite a flexible role and some of the aspects you might want to get involved with are: helping arrange trust meetings to promote current campaigns (eg. Pay campaign or recruitment events), attending inductions to promote our campaigns or membership, communications to colleagues, being the conduit to escalate collective issues, organising

The Facts

locally, supervising pickets, liaising on strike issues. Some reps like to take on a local project such as increasing bank rates/ MAPs etc.

If there are a number of reps at a trust, then we can divide out the responsibilities and workload. It isn't an overly onerous role but there are opportunities to get more involved.

Q. What support does the BMA provide to their reps?

A. Your first line for any support is your IRO/ RSO – they will provide you with their contact details. There is also a hub page on the BMA website which contains lots of the information LNC reps need - including our LNC Handbook, copies of model policies, details of the training we provide for reps, and where to get help and support.
<https://www.bma.org.uk/LNC>

Your LNC Chair and colleagues will also help you and generally have a wealth of experience.

We also offer a face-to-face training course for all BMA reps, your region will contact you with the scheduled training dates available. The first course (reps 1) is a two-day course. You can claim your travel expenses from the BMA and the Trust is obliged to give you time off to attend.

Q. How to I book 'time off for trade union duties'?

A. Usually in the same way you book any other leave – sometimes your manager will not know what time off for trade union duties is – if so, please point them to HR, or speak to your IRO/ RSO

Q. What is the RSASC / RCC?

The BMA has both national and regional SAS and Consultants committees. The national committees represent doctors in national negotiations and helps set BMA policy. Regional committees bring together representatives in a region, provide a forum for information sharing and generally elect members to the national committees too. Regional committees generally meet quarterly by MS Teams.

If you would like to be on your Regional Committee email group (known as a listserver) please contact your IRO/RSO. This is the forum used to circulate papers as well as relevant regional updates and discussions. There are also several WhatsApp Groups for reps and interested BMA members in the area. Speak to your LNC Chair about being included on these.

[RSASC information.](#)

[RCC information.](#)

ANY OTHER QUESTIONS?

Please ask your IRO/ RSO who will be happy to help. Or contact your BMA region:

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