



Why do resident doctors
take industrial action?

 BMA

Right now, the NHS isn't working for patients or resident doctors.

Patients are being let down on waiting lists and access to care. Doctors are struggling to secure jobs and being failed on pay. When resident doctors take industrial action, it is a last resort. And the goal of any action is not only fairer pay and conditions for doctors, but also better care for patients.

Resident doctors are fully qualified doctors who work in hospitals or GP practices. There are tens of thousands working in England alone, and they are at the heart of the NHS.

Too many are being driven out of the NHS by burn out and an ever-growing frustration with a system at breaking point.

**Understaffed rotas.
Unmanageable workloads.
Years of pay erosion.
Poor working conditions.
Overwhelming student debt.
Unemployment.
Underemployment.**

These are just some of the issues resident doctors are grappling with.

As a result, we are losing doctors to other countries where fair pay and better working conditions are standard. We are even losing doctors to overseas because there simply aren't enough jobs for them here.

The safe, everyday running of the NHS depends on resident doctors. These doctors are the consultants of tomorrow – and we need them.

BMA analysis shows thousands of doctors are facing unemployment and underemployment in England.

Resident doctors are being paid around a fifth less than they were in 2008.

Some doctors leave medical school with £100,000 of debt, made worse by soaring interest rates.

No resident doctor would rather be taking industrial action than seeing patients, but if they stop campaigning for change, the issues will only deepen.

The Government must start valuing resident doctors and fix this broken system once and for all.

"It's such a shame that we have doctors who are wanting to work for the NHS, wanting to provide excellent patient care, wanting to reduce waiting times, [which is why] the fact that we have unemployed doctors is absolutely unthinkable."

Dr Sheryl Higham, resident doctor in Gateshead

"I had FY1 [first foundation year one] colleagues dreading coming to work every morning, especially when they're on-call, primarily because of the workload. I've had colleagues managing 120 patients on their own while holding a bleep that goes off to alert of daily ward jobs or cardiac arrests. Some would take days off for sickness because they're overworked or burnt out, and as a result we wouldn't have any junior cover for those wards."

Dr Vassili Crispi