

**MEDICAL AND DENTAL STAFF  
COVID 19 - FAQs**



**Career Grade Clinicians**

Version 1 – Last Updated: 20<sup>th</sup> April 2020

<b>Question</b>	<b>Answer</b>
Do I require to have a job plan review in order to alter my working patterns?	In normal times, the recognised process for seeking to alter your working patterns is through an individual job plan review. While this should continue to apply where possible, this may not always be feasible in the current emergency, but nevertheless the same emphasis on change through agreement, rather than directive, should still apply. Any proposed changes to your hours of work should include agreement on the applicable remuneration, rest time and adequate breaks. Changing working patterns in response to the COVID-19 emergency should be on a temporary basis only, with the expectation that you will revert to your normal working patterns. During the emergency, changes should be agreed for a defined period of time with the proviso that they can be reviewed should circumstances change.
Can cancelled activity and Supporting Professional Activities (SPA) be temporarily converted to Direct Clinical Care (DCC)?	Yes. In these extreme circumstances, temporary changes to Job Plans such as this are considered as a necessary measure. Cancelled elective activity can be converted into other DCC activity to meet the needs of the service. Agreement should be reached between Management and Clinician to determine the practical steps necessary to ensure that this is done safely and proportionately, so that changes to SPA time do not have a detrimental effect on the ability to plan and deliver a safe, effective service during this unprecedented time.
Is there a possibility I could be reassigned?	Yes, there will be a demand for some clinicians to be redeployed to areas of significant clinical need. Please refer to the Reassignment orientation pack using the following <a href="#">link</a> .
What are the arrangements for working on Public Holidays?	A doctor who in the course of duty is required to be present at a hospital or other place of work, or undertake complex telephone consultations, between the hours of midnight and 9am on a public holiday will receive a day off in lieu. Work undertaken on public holidays, will be paid at premium rates (x1.33)
What will I be paid for any additional work undertaken during the COVID 19 Pandemic?	Career Grade Clinicians will be paid in accordance with the current Terms and Conditions for Medical and Dental Staff including work undertaken during Premium hours, i.e. x 1.33.
Am I still required to complete my annual job planning review by the end of May 2020?	No, in line with Scottish Government and MSG advice, all non-urgent business such as routine Job Planning should not be progressed.
Am I still required to complete my appraisal?	No, in line with Scottish Government advice, all scheduled appraisals must be postponed until further notice. No further appraisals should be scheduled unless there are exceptional circumstances agreed locally. The postponement of appraisals will increase workforce capacity by allowing appraisers and appraisees time to focus on clinical practice.

<b>Question</b>	<b>Answer</b>
What does this mean for revalidation recommendations?	The GMC have deferred the revalidation submission dates of doctors who are due to revalidate before the end of September 20, for a period of 1 year, and are contacting the affected doctors to advise them of this. This decision has been taken to relieve the pressure on doctors, Responsible Officers and governance teams during the pandemic, and the period of deferral will allow doctors time to complete the requisite number of appraisals, and will avoid RO's having to make revalidation decisions during this time of crisis. NHSGGC would like to reassure any doctor affected by this that there will be no negative implication of the deferral to them personally or to their licence to practice.