

Guidance for medical students in Scotland on working during covid-19 (as at 27 March)

We are aware that some NHS Boards in Scotland are looking to offer temporary employment opportunities for medical students during the covid-19 crisis. You may hear about these via your medical school and we appreciate that you may be very keen to help the NHS before you start your Foundation year 1 in August or commence your final year at medical school.

Here are a few things to bear in mind if you are considering taking up one of these posts.

Non mandatory

You are not required to take up the offer of these roles – it is an individual decision and one you should consider carefully in the context of your own situation. Remember that current final year students will still be expected to start their main FY1 post on August 5th, and you should consider your own mental and physical wellbeing and whether these roles are appropriate for you.

Early provisional registration for FY1 year

You may have heard Matt Hancock, Secretary of State for Health in England, announce earlier this week that 5,000 medical students would be brought in to the medical workforce. In Scotland Jeane Freeman, Cabinet Secretary for Health and Sport, also welcomed the steps being taken to support early provisional registration for final year students.

The GMC has agreed principles for early graduation of medical students for all four nations. Importantly, each national government and statutory education bodies must ask the GMC to enable early provisional registration. Read the full statement [here](#)

This proposal is not full, emergency registration. Rather, it is medical schools moving their graduation of final year medical students forward, where appropriate and possible, to allow medical students to move to provisional registration earlier than normal.

Not all medical schools will be able to graduate medical students at the same speed, owing to their specific curriculum requirements that need to be met and having to change their rules to allow early graduation. Medical schools must communicate their plans directly with their students about how early graduation will work, and what requirements medical students must fulfil to meet this, if appropriate.

Where interim FY1 roles are available for final year students who have had their registration brought forward, you should be paid on a FY (LAT) basis – which is a form of Foundation Doctor role, normally for those seeking training experience but without a NTN.

The BMA can offer advice on contracts to any member – [contact the BMA](#) for assistance.



27 March 2020

Training, induction and PPE

If you accept an interim FY1 post you should be given the training and induction appropriate to the role you will be carrying out. Where required, this must also include training in the correct use of PPE (personal protective equipment), which is particularly vital if you will be in contact with patients infected with the corona virus.

Healthcare support worker roles (Non-FY1 roles)

There may also be other roles on offer, either for those not in their final year or for those who do not take an interim FY1 post (either because they are not available locally or because they choose not to do so).

These will be health care support worker (HCSW) roles and are not part of your medical training. These may be on offer to students at any stage of their medical degree or may be restricted to those who have passed a specific stage, but usually they will require a valid PVG check to be in place. You may learn new skills and improve some of your existing skills while working in these roles, but they do not form part of your training as a doctor.

Working within your competency

As a HCSW you will not be working as a doctor, but it is still important to ensure you work within your competencies and within those required for the role you are employed to do. You should be suitably supervised and have an appropriate period of training and induction to carry out the role.

Students (including final year students choosing to work in HCSW roles) should not be asked to carry out tasks typically done by FY1 doctors. You are not indemnified to work beyond the role you are employed for – even if you think you can do some of the tasks and that it will help you in preparation for starting as an FY1, you should not be doing tasks that someone employed in the HCSW role would not usually do.

Pay and contract

HCSW roles should be offered at Agenda for Change band 4 pay and your contract should be an Agenda for Change contract. A full time AfC role is 37.5 hours per week. If you are asked to work additional hours over and above that, you will be entitled to paid overtime.

Training, induction and PPE

If you accept an HCSW role you should be given the training and induction appropriate to the role you will be carrying out. Where required, this must also include training in the correct use of PPE (personal protective equipment), which is particularly vital if you will be in contact with patients infected with the corona virus.

Updates

As with everything else related to the pandemic, this is a fast moving situation and the above advice is subject to change.

BMA Scotland plan to hold webinar type advice sessions once the contractual options on offer are confirmed – see the events tab on <https://bmascotland.home.blog/> to register your interest now or for available dates and times and to book once these are confirmed.

Keep up to date - Follow BMA Scotland on Twitter @BMAScotland and on Facebook, and keep checking the BMA website