

Junior Doctors deserve better

Junior doctors are anything but “junior”. We make a colossal contribution to patient care, going above and beyond in demanding roles. Our training can last 15 years or more.



But the job is becoming impossible. Years of pay erosion is forcing colleagues out of the NHS. In HCSA's 2022 survey, the percentage of doctors with definite plans to leave was in double digits and the latest NHS data shows medical vacancies have leapt up by 20.8 percent year on year.

A four-year fixed pay deal — something HCSA opposed — has locked us, the lowest-paid doctors, out of the higher pay awards our senior colleagues have received ever since.

TRAINING

The costs of training eat into our pay, with

WE'RE CALLING FOR

- **Pay restoration for Junior Doctors to reverse years of real-terms pay decline**
- **A new deal on training**
- **Action on work-life balance**



**DOCTORS
DESERVE
BETTER.**



Why join HCSA?

fees for Royal Colleges, exams and portfolios costing many hundreds a year.

We put our training on hold to support the pandemic, but many of us are now struggling to catch up – two in five of us report that we will not have sufficient competencies to CCT on our predicted date. This will have lifelong impact on our earnings, as will huge university fees.

DIGNITY AT WORK

We should have a right to dignity and work-life balance, but too few employers comply with guidelines to support our rotations. We frequently receive rotas late or are given less than a month's notice of the location of a placement. All too often this leads to a last-minute scramble to arrange travel and accommodation, which impacts on our families and our wellbeing.

Rest periods and breaks are rarely adhered to, and we struggle to get the holidays we are entitled to. Two-thirds of us have missed an event of major life significance due to being unable to book leave or being on call. One HCSA member even took a year out of training to guarantee they would get days off work for their honeymoon.

WE CAN'T AFFORD TO GO ON LIKE THIS

Junior Doctors Deserve Better. The NHS cannot afford to continue losing us to careers abroad or outside of medicine. Our wages should not be declining year on year. That's why HCSA Junior Doctors are campaigning for change.

1 A PERSONALISED APPROACH

At HCSA we see you as an individual and offer a personalised service with no big call centres.

2 DEDICATION TO HOSPITAL DOCTORS

We're run by practising doctors working in hospitals, experiencing first hand issues that affect you. HCSA focuses on our pay, terms and conditions, and our wellbeing.

3 ADVICE & SUPPORT

HCSA members are not alone when they face difficulties – support and advice from our experienced staff is only a click or phone call away.

4 CONTRACT CHECKING

All hospital grades can access a free contract checking service.

5 A CAMPAIGNING UNION

We make a stand on issues that are unique to our membership at local level, as well as wider national policy where this impacts on us.

6 PROFESSIONAL NEGOTIATORS

We employ a skilled team of experienced trade unionists in order to secure the best deal possible for our members.

7 GREAT VALUE

HCSA's subscription rates are low because we focus on core priorities.



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