

# The Roles & Responsibility of the JLNC

Ms Shadaba Ahmed, JLNC member

The Joint Local Negotiating Committee JLNC (known as the committee) provides the mechanism by which issues relating to the terms and conditions of employment of medical and dental staff may be discussed, negotiated and determined. It is recognised that training grade medical staff continue to have their main terms and conditions of service determined nationally.

- The role of the committee shall be to agree terms and conditions of service, working arrangements, policies and procedures relevant exclusively to medical and dental staff in the trust, including arrangements for the application
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- The role of the committee shall be to agree terms and conditions of service, working arrangements, policies and procedures relevant exclusively to medical and dental staff in the trust, including arrangements for the application of national terms and conditions of service.
- The committee will also be the forum through which the employer will, where appropriate, formally consult with medical and dental staff on relevant matters, including those which are of wider application to the staff of the trust.
- The committee will be the only body recognised by the employer for these purposes.
- Receive and consider such information and reports that are necessary for the above purpose.
- Agree time schedules for negotiations and conduct negotiations within those schedules.
- Receive and consider items referred by the Trust's Partnership Forum
- Provide one representative from the JLNC for the Trust's Partnership Forum.
- The JLNC meetings will alternately be chaired by the Head of Human Resources and the Local Negotiating Committee (LNC) staff side chair. Should both be absent then a chair will be nominated by JLNC for that meeting only.
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## **The Management Side of the JLNC comprises:**

Chief Executive  
Medical Director  
Head of Human Resources (HR)  
Chief Operating Officer  
Director of Finance  
HR Business Partner.

## **The Staff Side of the JLNC comprises:**

- 10 Consultant representatives (6 from RLI and 4 from FGH)
- 5 representatives of the Staff and Associate Specialist group of doctors (3 from 2 FGH)
- 2 Junior Doctors (1 from RLI and 1 from FGH).

JLNC Members will be subject to re-election every three years.

JLNC Members will be advised by the British Medical Association( BMA) Full Time Officer, who will be an ex-officio member of the JLNC.

The Management Side secretary of the JNLNC will be PA to the Head of HR.

## **BMA support Industrial Relations Officers/Assistant Secretaries (IROs/AS)**

The IRO/AS is a member of BMA staff dedicated for ensuring that the LNC is supported and provides expert advice to the Committee. The IRO/AS is a member of the LNC but they do not have voting rights.

## **Summary of a LNC representative:**

As a BMA representative they play a vital role in representing doctors' interests in the workplace and have rights and responsibilities as a result of being formally accredited as a trade union representative. They should

- be a member of the BMA
- regularly attend LNC meetings
- promote the collective employment rights of doctors
- communicate and feed back to medical staff
- represent the LNC on other local committees, joint consultative committee, regional LNCs and national LNC fora as required
- take account of BMA policy [bma.org.uk/policy-database](http://bma.org.uk/policy-database)
- take advice from the IRO/AS before entering in to any negotiations on terms and conditions of service or contracts of employment
- keep abreast of current issues relating to the employment of medical staff
- It is vital that the LNC consult with medical staff on key issues and keep them informed of activities and agreements reached to ensure a firm mandate and retain credibility.

This article is based on a BMA document provided by JLNC Deputy Chair Dr Amit Kochhar.