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Dear Colleague,

I am emailing in relation to the planned industrial action by Resident Doctors due to take place from 7am on Tuesday 13 January until 7am on Saturday 17 January 2026, noting of course that all Resident Doctors employed under an NHS contract can participate in industrial action in Scotland.

As Executive Medical Director, one of my key responsibilities is patient safety and to ensure that safe patient care is always delivered, including through the period of industrial action. I wish to set out our plans for cover and to offer support and reassurance to you all.

Through the period of industrial action the following will take place:

- Contingency rotas are being developed with Consultant colleagues in acute services to ensure that safe patient care can be maintained during the out of hours periods, including the Cardiac Arrest team coverage. Similar planning and arrangements is occurring in GP practices where necessary.
- Over the out of hours periods, additional managerial and clinical colleagues will be available to support those on shift.
- Planned care will be reviewed and, if necessary, adjusted to allow SAS and Consultant resources to be diverted to support delivery of safe patient care across all clinical areas. A decision on this will be taken in the coming days following individual departmental assessments.

Your decision to undertake industrial action or not is a personal choice, informed by individual circumstances and your choice will be absolutely respected. I would like to offer reassurance to all doctors that there will be no detrimental impact on your career progression whether you choose to participate in the industrial action or not.

I am aware colleagues may have individual concerns specific to their circumstances. Please seek advice from your TPD and/or HR to allow you to make an informed decision. If you are on a visa, the BMA website offers helpful advice:

<https://www.bma.org.uk/our-campaigns/junior-doctor-campaigns/pay/junior-doctors-strike-doctors-guide-to-industrial-action-2023/striking-as-an-img>

There have been a number of enquiries about processes on the dates concerned so I thought it would be helpful to outline some basic principles:

- Whilst industrial action is from 7am on Tuesday 13 January to 7am on Saturday 17 January 2026, you should (not partially) complete any shift you start, as per BMA guidelines. In

practical terms this means that, if you are participating in the strike action and you have a shift that starts on 12 January and is due to finish after 7am on 13 January, you should complete it. You should then return to work for any shift you are rostered for that starts after 7am on 17 January.

- If you choose to take industrial action you do not need to inform anyone of this choice and do not require to phone the department on the day. However, you will be asked in advance if you plan to participate in industrial action and answering this honestly will allow us to plan effectively to ensure delivery of safe patient care.
- You will not be paid for any day not worked due to participating in industrial action.
- If you are sick on the day of industrial action you should follow normal sickness absence reporting (this will ensure you are paid appropriately).
- If you are due to be on annual leave during the industrial action period, this will **not be cancelled** and you will be paid. You may request to cancel your leave to allow you to participate in strike action, every effort will be made to accommodate your request however service needs will need to be met along with the principles relating to carry forward of leave.
- If you are on a rest/zero day during the period of industrial action you will be paid.

For colleagues choosing not to participate in industrial action:

- If you work on an acute hospital site, you should report to the agreed meeting point at the start of your shift, including backshift and nightshift. The agreed meeting point will be communicated by your service management team in advance of the strike dates. This will allow a register to be taken centrally and will help the operational team ensure safe staffing across the site.
- If you normally work in a GP practice, Mental Health services or other area, you should report to your place of work as normal.
- Ideally you will not be asked to work in another department and will be expected to do the role you would normally have performed on the day. However, if a patient safety issue arises due to gaps on the day, then a member of the operational management team may ask you to work in another area and within your scope of competence to help maintain essential services.

Wellbeing services remain open throughout industrial action, and you can continue to access these services regardless of whether you choose to participate in industrial action or not.

[Wellbeing resources for NHS staff](#)

[NHS GG&C Staff Mental Health and Wellbeing Support z-card](#)

Yours sincerely,



Dr Scott Davidson
Executive Medical Director