



2025 Resident Doctor Strike

Proposed Strike action
14-19 November 2025

Resident doctors - Industrial action in England

- The BMA is calling for a full walkout of resident doctors in England, beginning Friday 14 November.
- This means the BMA are asking all resident doctors to:
 - Not begin any shift that is due to start after 06.59am on Friday 14 November
 - Or before 06.59 on Wednesday 19 November

Considerations

- Self-Assessment of Impact
- Unavailability Considerations
- Rostering Considerations

Self-Assessment of Impact

Following the notice of further Resident Doctor strikes impacting NHS services at the end of November 2025, there will be a need to manage and report both internally and externally on the impact of this Industrial Action.

Using Optima this can be processed effectively to minimise the effect on core services. You can review who has been scheduled to work over these days using the Assigned Duties by Person Report:

- Use the Assigned Duties by Person report (Rostering > Assigned Hours > Assigned Duties by Person). Set parameters for the required date range and ensure the columns grade, required grade type and required grade type category are visible. You can also filter this requirements to exclusively show a specific Doctor Grade Type or Grade Type Category for ease. This report can be exported to excel for further analysis and breakdown.
- For mitigation options – If your staff regularly update their availability within Loop then you can use the Staff Availability Report.
- Alternatively, you can use one of the Incident Plan Reports to show available staff by Grade or by Skill to highlight those available to provide cover.

Unavailability Considerations

If you haven't previously completed the actions below, then there may be a need to include additional unavailability's in the system to allow for more accurate reporting.

Consider if you need further breakdowns for IA action in Optima as per ESR UN3244, split by:

- Unpaid Unauth Special Hrs – Industrial Action for absences of a day or less
- Unpaid Unauthorised Special – Industrial Action for absences of more than a day

Also consider if the reasons already exist, if these now need to be configured to be sent via your payroll extract, if not already.

The Standard Optima Payroll Configuration guide runs through how to configure new reasons, including the external payroll configuration requirements as well.

Rostering Considerations

Alongside monitoring those originally scheduled to work and using the Incident Plan views to see available staff to provide cover, you can utilise the Activity Views within Optima to manage areas quickly and effectively on a per department basis.

If you are using Activity-based Rostering, both the Activity View and Activity by Location View provide a count of people unavailable on any given day in the view.

You can use the quick assign options in Activities to see people who are available, on Standby or replaceable activity and assign them to work an Activity with just two clicks

**If you have any further
questions, please
reach out to your
Customer Success Manager**