Junior Doctors Conference
Motion writing guidance
Policy making for junior doctors

The conference is the primary forum for creating and influencing policy related to issues affecting junior doctors. These policies form the basis for the work that is delivered by the Junior Doctors Committee (JDC). Policy is formulated at conference through debate and voting on motions submitted from the regional junior doctor committees in England and the devolved nation committees in Northern Ireland, Scotland and Wales, who will invite their local members to submit motions and ideas for motions. Motions that are relevant to all branches of practice or are of wider interest are submitted to the Annual Representative Meeting (ARM) for consideration and have the potential to become policy across the BMA.

What is a motion?

A motion is a statement and/or proposal that is presented to conference which will then decide if it should be supported. A representative from the region or committee submitting the motion will be given an opportunity to persuade the conference to agree with what it says, and any delegates who wish to speak against will have a chance to raise their objections before a vote is taken. The motion should clearly set out the issue that you want to discuss, and the action you want the conference to take. Delegates to conference can read the motion in their agendas, and it will also be projected onto the large screen at the front of the conference hall as it is debated.

Why motions and debate?

As the conference sets out the association policy on issues related to junior doctors, it is important that delegates should be fully informed on the pros and cons of adopting a motion before making up their minds and voting on it.

The system of presenting motions, and debating them, and then voting on them, provides a framework to ensure that ideas – motions – are all given an equal hearing.

Timed sections and chosen motions

It is likely that there will be more motions on the agenda than there is realistically time to debate.

Therefore, the conference agenda committee will prioritise motions in the agenda, aiming to allow a diverse range of motions to be discussed. Motions will be placed into timed sections, with those at the end of a section less likely to be reached.

Motions that are very similar are bracketed together. Only the top ‘starred’ item is debated. Sometimes the agenda committee will create a composite motion from such a group so that all the similar motions can be debated as one.

Motions that are judged by the conference agenda committee to be low priority are usually shaded grey and are unlikely to be chosen for debate. These motions are often either overtaken by other events or already BMA/JDC policy.
Debating motions

A set of standing orders are proposed and formally adopted at the start of each conference. These set out how the conference will run and the rules of debate and powers of the Chair. Though there are some minor amendments to the standing orders at each conference, the principles of how motions are debating are relatively consistent.

Generally, each debate focuses on a motion presented to the conference. The person who wrote the motion (or someone who agrees with what the motion is saying) will ‘propose the motion’ – i.e. explain why the conference should agree with their statement or proposal. Next, there is an opportunity for an opposing view to be voiced. If there is someone who disagrees with the motion — or parts of the motion — they will now speak to persuade delegates to vote against it. The Chair may then call extra speakers for and against the motion depending on how many delegates have indicated that they wish to speak (by submitting speaker slips before the debate begins). The time allocated for proposing/opposing and speaking on a motion will be set out in the standing orders.

When the chair has allowed for a balanced debate or run out of people to call as speakers, then the chair will move to a vote. Sometimes the chair may ask the conference if they wish to move to a vote without hearing remaining speakers to help progress through the agenda or where all speakers have indicated on their speaker slip that they wish to speak in the same direction.

Once this has happened, the top table – i.e. the Chair of Conference and one of the Chief Officers (Chair of BMA Council, Treasurer, or Chair of the Representative Body) will have the opportunity to make comments to inform the conference, and then the delegate who proposed the motion will usually have one minute for “right of reply”.

This is their opportunity to sum up the arguments that have been made for the motion and respond to the arguments that have been made against, or comments from the top table; taking one last chance to convince the audience to vote for their motion. New points should not be introduced at this stage.

The vote

The chair will then ‘move to a vote’ i.e. ask the conference delegates to vote for or against the motion. The chair may also ask for abstentions. The chair will ask for all members who support the motion to raise their voting cards; then all of those who oppose the motion will be asked to raise their voting cards; and finally, those who wish to abstain may be asked to raise their voting cards.

The chair and other members of the conference agenda committee will count the number of those voting where the result appears close.

If the motion is ‘carried’, then it means that a majority of conference members voted to support it. The motion is now a junior doctors conference ‘resolution’. If a majority of conference delegates do not vote to support the motion, then it is ‘lost’. The conference does not support the statement/proposal, and therefore, no further action is taken. Voting against a motion does not mean that conference supports the converse.

Multi-part motions

If a motion is divided into multiple parts or statements, then each part may be voted on separately. This can happen if delegates call for this from the floor (often by shouting “parts”) or at the discretion of the Chair. Motions are usually voted on in parts where some aspects of a motion are more contentious than others.
Drafting and submitting a good motion

From idea to motion
It is useful for anyone drafting a motion to bear in mind the ‘three Ps’, as these provide an outline structure for the motion:

<table>
<thead>
<tr>
<th>Problem</th>
<th>Principle</th>
<th>Proposals</th>
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<tbody>
<tr>
<td>What is the problem that needs to be solved</td>
<td>What principles underlie the solution</td>
<td>What are the proposals that must be the heart of the motion</td>
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Questions to ask when drafting a motion

- Is there a problem? What is it?
- What is the solution?
- What needs to be done to achieve the solution? e.g. gathering evidence, further research, more funding, etc.
- Think about what you want to persuade the conference to agree to.
- Can the BMA:
  - Solve the problem itself?
  - Ask someone/something to take action?
  - Raise awareness of the problem/its solution?
- Are the issues you wish to raise applicable to all junior doctors working in all parts of the UK? If so, you should remember to include reference to bodies/organisations across the four nations and not just the organisation/body with jurisdiction for your region.

What does a motion look like?

All motions at the conference should begin as follows;

“That this conference...”

Then you need a verb. What is the conference being asked to do? Some suggestions include; “appeals”; “asks”; “calls”; “demands”; “believes”; “considers”; “deems”; “judges”; “regards”; “backs”; “cares”; “defends”; “endorses”; “upholds”; “notes”; “recognises”; “is appalled”

The art of motion writing

Writing a good and effective motion is not a simple task. Motions should be clear, succinct and have a clear action. Motions that are likely to be passed or will encourage an important debate are more likely to be included in the agenda.

Your regional junior doctor committee chair should be able to help you with drafting an effective motion. The BMA also offers a motion writing advisory service which you can contact if you are having difficulty or are in doubt about the wording of a motion, this is available by emailing motions@bma.org.uk. The conference agenda committee can also provide advice on the quality of motions.
Types of motions

<table>
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<th>Single point motions</th>
<th>Statement motions with more than one point</th>
<th>Parts</th>
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<td>At its most basic, a motion can simply be a statement; the aim in this case is to persuade the conference to agree with the statement.</td>
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<td>More common are motions which make a statement, but perhaps have two or more points. In order for these motions to pass, the proposer has to persuade the forum to agree with all the points they contain.</td>
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<td>Dividing the points of a motion up into parts allows the points of your argument to be separated out, and to be passed (or fall) separately. Dividing a motion into parts also helps to simplify more complex motions.</td>
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<td>e.g. “That this conference condemns research fraud” (This is unlikely to generate any argument, but makes clear the conference position and policy).</td>
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<td>e.g. “That this conference believes that dogs are better than cats and that cats should be eliminated”.</td>
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<tr>
<td>e.g. “That this conference notes that dogs are better than cats and supports: (i) the elimination of cats; (ii) the subsidisation of dog food; (iii) tax breaks for dog owners”</td>
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<td>In this case the person proposing the motion would have to outline the reasons why conference should agree to both the belief that dogs are better than cats and the belief that cats should be eliminated. It may be the case that the forum agrees that ‘dogs are better than cats’, but that it doesn’t agree that cats should be eliminated. The forum would therefore not agree with the motion, and it would not be passed.</td>
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<td>Each clause must be able to stand separately when added to the stem. The proposer might manage to convince the conference to support the statement that ‘dogs are better than cats’, but not manage to persuade the forum to support the elimination of cats. The conference could then agree that dog food should be subsidised, but disagree with dog owners receiving tax breaks. If it was agreed to vote on the motion in parts, then part (ii) would be passed, but parts (i) and (iii) would fall.</td>
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Common problems with motions

1. **The clauses don’t follow on from the stem.**
   Make sure that each individual clause in your motion makes sense if it is put directly after the stem, even if other parts of the motion are rejected.

2. **Lack of clarity**
   Ideally, a motion will be passed, become a resolution and direct the policy of the BMA. When you speak to the motion, you can add more details to back up your argument, but the motion needs to be clear about what it is referring to, what it is calling to be done, and by whom.

   Make sure that you expand any acronyms the first time you use them.

   The conference agenda committee and secretariat will occasionally make amendments to motions to make them clearer, but if they don’t know what the motion is trying to say, they will not be able to improve it.

3. **Asking for things which aren’t possible**
   If your motion asks someone or something to take action, make sure that they are in a position to take that action.

   For example, you can’t ask that the BMA introduces a specific regulation governing the work of nurses, because:
   a) the BMA is not a regulatory body
   b) the BMA is an organisation for doctors, not nurses.

   What you could ask the BMA to do would be to lobby the Nursing and Midwifery Council to introduce a specific regulation governing the work of nurses. The BMA is able to lobby other bodies, so this would be realistic.

4. **Not being succinct**
   The fewer points that your motion makes, the fewer points there are for people to disagree with — and the more likely that it will be passed. Try to be as succinct as possible. Remember that when you speak to the motion you can expand and explain why you have asked for something. But do make sure that you include enough information for it to make sense when read alone!

5. **Don’t include your speech in the motion**
   You will need to propose your motion to the other conference delegates in a short speech. This is your chance to expand upon the motion and explain to other members why they should vote for it. You may be tempted when wording your motion to include some of what you plan to say for your speech (i.e. reasons the motion should pass, or background to the motion), but this will convolute the motion unnecessarily. The best motions that go on to become BMA policy are precise and to the point.

6. **Avoid the use of factoids**
   A factoid is an item of unreliable information that is reported and repeated so often that it is assumed to be factual. Motions that contain such anecdotal facts cannot be validated, and there is a high risk that they will not be able to form part of BMA policy. They are also an easy target for speakers against your motion.

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**Submitting motions**

When you have drafted a motion, you should send it to your regional committee chair or other representatives who will submit it to the agenda committee for consideration. Details of your regional committee members can be found at [www.bma.org.uk/rjdc](http://www.bma.org.uk/rjdc).
Key Tips for Motions:

– Submit a motion! They are key to us developing and shaping BMA policy into the future, and to making your views heard nationally.

– Choose new and topical motions, rather than repeating existing policy: check the existing policy database before submitting any motion for the current position (or lack of) on your chosen topic. Conferences need exciting, topical debates, even if your motion fails it can still offer the conference a valuable perspective.

– Use parts if you have several clear calls for action. As each part, can be voted on separately, more controversial sections will not block the rest of the motion. Ensure that each part only deals with one point of principle, and that it would stand alone with the stem, without needing to reference other parts which may not pass.

– Try to include a proposal for action, rather than just affirming a position – this makes it easier for the BMA to bring about change, rather than just holding a notional stance

– Be concise, but clear – expand any acronyms, write in simple language where possible, try to keep below 150 words, and fewer than 3 “parts” after the stem, and avoid factoids which can’t be verified or that you’re not sure of

– Ask for help at any stage from initial idea to fully drafted – email motions@bma.org.uk, ask your regional staff or elected reps, or approach the conference agenda committee team directly – all will be happy to help.

– Be careful to avoid any libellous, defamatory, racist or offensive statements as part of your motion. The agenda committee will have the right to reject motions or parts of a motion that they interpret to fall into the above categories.

Key Tips for Speeches:

– Keep your speech concise and to the point of your motion, giving background and additional details only where they support the motion

– Try to plan your speech with an introduction, a section on each point of the motion or part, and the conclusion

– Remember that your speech will take 1/4 to 1/3 longer to give on the day than when you practice it. Check the conference guide for timings, and plan and practice accordingly

– Try to speak from bullet pointed notes if you can – you’ll get lost in reading out paragraphs and it won’t sound as genuine

– Ask for help if you’d like some! More experienced members are happy to help you form your ideas, suggest which bits of background are worth explaining, or help you choose the right words to say what you want to