Glasgow Health Board, RAH, Accident and emergency, CL03 Snr/CDF August 2022, STR, Resident. No monitoring.

Band 1A (Based on template only)

Steps through the banding flowchart:

 - New Deal Compliant

 - Average work 48 hours a week or less

 - Work pattern is a full shift, partial shift or hybrid

 - More than 1/3 of duty hours outside 7am to 7pm Mon-Fri (.473)

Note: The band of a rota may change if monitored hours of work are different to those suggested by the theoretical work pattern. It is particularly important to remember this if a theoretical work pattern is close to the limits of a particular payband. Differences between calculated prospective cover and actual work done by doctors to cover absent colleagues can also cause a variance between theoretical and monitored bands.

Riddell Formula Calculations

Prospective cover for: Duties outside normal hours.

Leave: STR - 71 days/annum for 12 doctors = 852 days/annum

Leave: OTH - 71 days/annum for 4 doctors = 284 days/annum

Total leave to be covered for the group = 1136 days/annum

Between 16 doctors this is 71 days/annum each (14.2 wks/annum each)

The normal working week = 40:00 per week.

Number of hours in a leave week = 40 (the hours in the normal working week)

For every leave day in the pattern, 08:00 hours has been added to the duty and work hours

(This figure is a fifth of the hours in a leave week)

Riddell hours = (Wkly hrs\*52 - Hol Wks\*Hrs in leave wk)/(52-Hol wks)

Riddell leave adjustment to duty would be negative. Leave week (2400) is longer than the duty week (2325.882)

Riddell leave adjustment to work would be negative. Leave week (2400) is longer than the work week ( 2325.882)

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 38:46 | 56:00 |  |
| Average weekly hours of work | 38:46 | 56:00 |  |
| Longest duty period | 12:00 | 14:00 |  |
| Shortest off duty | 11:00 | 08:00 |  |
| Longest 'off duty' period | 257:00 | 62:00 |  |
| Next longest 'off duty' period | 228:00 | 48:00 |  |
| Maximum consecutive duty days |  5 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 38:46 | 48:00 |  |
| Starting each Monday, a 35 hour continuous rest in 7 days or a 59 hour continuous rest in 14 days | OK |  |  |
| 11 hrs continuous rest in any 24 hour period | OK |  |  |

Scottish Government Additional Compliance Checks

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| No more than 7 consecutive duties in a row | OK | 7 |  |
| After nights are rostered, there must be a 46 hr minimum rest period after | OK | 46:00 |  |
| No more than 6 consecutive night duties in a row | OK | 6 |  |

Availability of normal days (Based on template only)

In a 52 week period, doctors are available during normal hours on 15 days

There are 30 days of leave built into the pattern

It is assumed that an additional 15 days of leave will be taken to make 60 in total

This reduces the normal days to 0 in the 52 weeks

This is equivalent to 0 days per week.

See the paper "The European Working Time Directive 2009" by Yasmin Ahmed-Little and Matthew Bluck in "The British Journal of Health Care Management" 2006, Vol. 12, No. 12 for details of the calculation and its implications.

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | A: 00-0800:00 08:00 | A: 00-0800:00 08:00 | A: 00-0800:00 08:00 | A: 00-0800:00 08:00 | Zero Hours |  |  |
| 2 | Zero Hours | Zero Hours | B: 12-2012:00 20:00 | B: 12-2012:00 20:00 | C: 14-2215:00 23:00 | D: 16-0016:00 00:00 | D: 16-0016:00 00:00 |
| 3 | Zero Hours | Zero Hours | D: 16-0016:00 00:00 | D: 16-0016:00 00:00 | Zero Hours | G: IRH 13-2113:00 21:00 | G: IRH 13-2113:00 21:00 |
| 4 | E: IRH Day08:00 16:00 | E: IRH Day08:00 16:00 | Zero Hours | Zero Hours | A: 00-0800:00 08:00 | A: 00-0800:00 08:00 | A: 00-0800:00 08:00 |
| 5 | Zero Hours | Zero Hours | E: IRH Day08:00 16:00 | E: IRH Day08:00 16:00 | E: IRH Day08:00 16:00 |  |  |
| 6 | F: IRH 15-2315:00 23:00 | F: IRH 15-2315:00 23:00 | Zero Hours | Zero Hours | D: 16-0016:00 00:00 | B: 12-2012:00 20:00 | B: 12-2012:00 20:00 |
| 7 | D: 16-0016:00 00:00 | Zero Hours | F: IRH 15-2315:00 23:00 | F: IRH 15-2315:00 23:00 | Zero Hours |  |  |
| 8 | Leave | Leave | Leave | Leave | Leave |  |  |
| 9 | D: 16-0016:00 00:00 | D: 16-0016:00 00:00 | Zero Hours | Zero Hours | I: WkEnd10:00 18:00 | I: WkEnd10:00 18:00 | I: WkEnd10:00 18:00 |
| 10 | Zero Hours | H: RAH 8-408:00 16:00 | H: RAH 8-408:00 16:00 | H: RAH 8-408:00 16:00 | H: RAH 8-408:00 16:00 |  |  |
| 11 | M: IRHLD08:00 20:00 | K: Day08:00 16:00 | K: Day08:00 16:00 | Zero Hours | R: RAHN22:00 08:00 | R: RAHN22:00 08:00 | R: RAHN22:00 08:00 |
| 12 | Q: IRHN20:00 08:00 | Zero Hours | Zero Hours | N: ETD09:00 16:00 | N: ETD09:00 16:00 | K: Day08:00 16:00 | M: IRHLD08:00 20:00 |
| 13 | Zero Hours | N: ETD09:00 16:00 | M: IRHLD08:00 20:00 | K: Day08:00 16:00 | M: IRHLD08:00 20:00 |  |  |
| 14 | Leave | Leave | Leave | Leave | Leave |  |  |
| 15 | K: Day08:00 16:00 | R: RAHN22:00 08:00 | R: RAHN22:00 08:00 | R: RAHN22:00 08:00 | Zero Hours |  |  |
| 16 | N: ETD09:00 16:00 | M: IRHLD08:00 20:00 | N: ETD09:00 16:00 | M: IRHLD08:00 20:00 | Zero Hours | M: IRHLD08:00 20:00 | K: Day08:00 16:00 |
| 17 | Zero Hours | Q: IRHN20:00 08:00 | Q: IRHN20:00 08:00 | Q: IRHN20:00 08:00 | Zero Hours |  |  |

Template normal working days

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Normal Week | Start | End | Rest | Hours | Num of Diary Cards | Ave Start | Ave End | Ave Rest | Ave Hours |
| Mon | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |

Template on call duties

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Name | Intensity | Resident | Start | End | Rest | Hours | Num of Diary Cards | Ave Start | Ave End | Ave Rest | Ave Hours |
| A: 00-08 | Full Shift | Yes | 00:00 | 08:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| B: 12-20 | Full Shift | Yes | 12:00 | 20:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| C: 14-22 | Full Shift | Yes | 15:00 | 23:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| D: 16-00 | Full Shift | Yes | 16:00 | 00:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| E: IRH Day | Full Shift | Yes | 08:00 | 16:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| F: IRH 15-23 | Full Shift | Yes | 15:00 | 23:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| G: IRH 13-21 | Full Shift | Yes | 13:00 | 21:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| H: RAH 8-4 | Full Shift | Yes | 08:00 | 16:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| I: WkEnd | Full Shift | Yes | 10:00 | 18:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| J: RAH D1 | Full Shift | Yes | 08:00 | 16:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| K: Day | Full Shift | Yes | 08:00 | 16:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| M: IRHLD | Full Shift | Yes | 08:00 | 20:00 | 00:00 | 12:00 | 0 |  |  |  |  |
| N: ETD | Full Shift | Yes | 09:00 | 16:00 | 00:00 | 07:00 | 0 |  |  |  |  |
| O: WEDAY | Full Shift | Yes | 08:00 | 16:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| P: IRHLD2 | Full Shift | Yes | 09:00 | 21:00 | 00:00 | 12:00 | 0 |  |  |  |  |
| Q: IRHN | Full Shift | Yes | 20:00 | 08:00 | 00:00 | 12:00 | 0 |  |  |  |  |
| R: RAHN | Full Shift | Yes | 22:00 | 08:00 | 00:00 | 10:00 | 0 |  |  |  |  |

**New Deal / WTR Footnote**

This Full Shift rota has been checked and complies with the limits of the New Deal Contract for Training Grade Doctors.

On-going compliance relies on start and finish times being adhered to, natural breaks being achieved as per HDL 2003\_10 and all other New Deal limits being met.

This rota also complies with the limits of the Working Time Regulations, including the 48 hour working week, as well as Scottish Government limits.

Riddell is included for all leave.

Daniel MacDonald

**Head of NHS Pay**

**Tel: 07920284936**

**Email:** **daniel.macdonald@gov.scot**

**10th October 2022.**