Glasgow Health Board, North HSTs in Psychiatry, Psychiatry, MH02 AUG 21 TEMPLATE, STR, Non Resident. No monitoring.

**Band 1C** (Based on template only)

Steps through the banding flowchart:

 - New Deal Compliant

 - Average work 48 hours a week or less

 - Work pattern is an on call rota

 - Less frequent than 1 in 6 with prosp. cover (Calc from pattern as 1 in 11.0)

 - Less frequent than 1 in 8 with prosp. cover (Calc from pattern as 1 in 11.0), and less than 1 weekend in 4 (1 in 5.50)

 - 1 in 10 with prospective cover (not PRHO/F1) or less frequent (Calc from pattern as 1 in 11.0)

 - (Equivalent to banding flowchart test of 1 in 8 without prosp. cover)

 - Not resident (Specified on the 'Group Info' screen)

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: HO - 71 days/annum for 11 doctors = 781 days/annum

Total leave to be covered for the group = 781 days/annum

Between 11 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 duty hours = ( 2910\*52 - 14.2 \* 2400)/(52 - 14.2) = 3101.59 = 51:42

Riddell work hours = ( 2529.54\*52 - 14.2 \* 2400)/(52 - 14.2) = 2578.21 = 42:58

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 51:42 | 72:00 |  |
| Average weekly hours of work | 42:58 | 56:00 |  |
| Longest weekend on call duty | 24:30 | 56:00 |  |
| Longest weekday on call duty | 31:00 | 32:00 |  |
| Short off duty (after on call) | 17:00 | 12:00 |  |
| Short off duty (after others) | 16:00 | 08:00 |  |
| Longest 'off duty' period | 65:00 | 62:00 |  |
| Next longest 'off duty' period | 64:00 | 48:00 |  |
| Maximum consecutive duty days |  7 | 13 |  |
| 62+48 hr. breaks every 21 days | OK |  |  |
| Ave total rest (weekdays) | 09:03 | 08:00 | (50% of out of hours duty) |
| Ave total rest (weekends) | 06:08 | 06:08 | (50% of out of hours duty) |
| % of duties with adequate rest |  100 | 75 |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 40:46 | 48:00 | As per CEL14 (2009) calculations  |
| 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 | Warning  |  | Mon of week 1 does not have an 11 hour continuous break. The longest continuous break is 09:00. A total of 5 days have inadequate continuous rest. Compensatory rest will be required.  |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | A: WK DAY09:00 09:00 | D: POC09:00 16:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | B: WKND09:00 09:00 | C: handover09:00 09:30 |
| 2 | Zero Hours | A: WK DAY09:00 09:00 | D: POC09:00 16:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 3 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | A: WK DAY09:00 09:00 | D: POC09:00 16:00 | Stnd Day09:00 17:00 |  |  |
| 4 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | A: WK DAY09:00 09:00 | D: POC09:00 16:00 |  |  |
| 5 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Zero Hours | A: WK DAY09:00 09:00 | C: handover09:00 09:30 | B: WKND09:00 09:00 |
| 6 | C: handover09:00 09:30 | Zero Hours | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 7 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 8 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 9 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 10 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 11 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |

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: WK DAY | On Call | No | 09:00 | 09:00 | 09:00 | 24:00 | 0 |  |  |  |  |
| B: WKND | On Call | No | 09:00 | 09:00 | 12:00 | 24:00 | 0 |  |  |  |  |
| C: handover | On Call | Yes | 09:00 | 09:30 | 00:15 | 00:30 | 0 |  |  |  |  |
| D: POC | On Call | Yes | 09:00 | 16:00 | 00:00 | 07:00 | 0 |  |  |  |  |

**New Deal / WTR Footnote**

This Non Resident On Call rota has been checked and complies with the limits of the New Deal Contract for Training Grade Doctors, and the limits of the Working Time Regulations, including the 48 hour working week. This rota also complies with Scottish Government limits.

On-going compliance relies on start and finish times being adhered to, rest and breaks being achieved on at least 75% of occasions, and all other New Deal limits being met.

For New Deal during the On Call shifts, 50% of the out of hours time is required as rest, with five hours of this being continuous between 10pm and 8am. For WTR an 11 hour rest period is required in each 24 hour period.

Riddell is included for all leave.

Daniel MacDonald

**Head of NHS Pay**

**Tel: 07920284936**

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

**26th August 2021.**