Glasgow Health Board, GRI, Adult Intensive Care Unit, **NG35 August 2021**, STR, Non 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

- 1 weekend in 4 or more frequent (1 in 2.00)

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 - 70 days/annum for 4 doctors = 280 days/annum

Total leave to be covered for the group = 280 days/annum

Between 4 doctors this is 70 days/annum each (14 wks/annum each)

Number of hours in a leave week = 50 (the hours in the normal working week)

For every leave day in the pattern, 10:00 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 = ( 3022.5\*52 - 14 \* 3000)/(52 - 14) = 3030.79 = 50:31

Riddell leave adjustment to work would be negative. Leave week (3000) is longer than the work week ( 2752.5)

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 50:31 | 62:18 |  |
| Average weekly hours of work | 45:52 | 56:00 |  |
| Longest duty (24Hr Part) | 24:00 | 24:00 |  |
| Longest duty (Full Shift) | 08:00 | 14:00 |  |
| Shortest off duty | 14:00 | 08:00 |  |
| Longest 'off duty' period | 111:00 | 62:00 |  |
| Next longest 'off duty' period | 62:00 | 48:00 |  |
| Maximum consecutive duty days | 5 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |
| Ave tot rest wkday (24Hr Part) | 06:00 | 06:00 |  |
| Ave tot rest wkend (24Hr Part) | 06:00 | 06:00 |  |
| % of duties with adequate rest | 100 | 75 |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 44:08 | 48:00 | Calculated with AL removed as per CEL 14 (2009) |
| 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 |  | Sat of week 1 did not pass 11hr rule but had adequate compensatory rest. A total of 3 days failed but had adequate compensatory rest. |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | Zero Hours | C: Wkend OC  08:00 08:00 |  |
| 2 | Zero Hours | Stnd Day  08:00 18:00 | E: CPD  09:00 17:00 | Zero Hours | Zero Hours |  |  |
| 3 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | D: Week OC  08:00 08:00 |  | C: Wkend OC  08:00 08:00 |
| 4 | Zero Hours | F: Meeting  13:30 17:00 | E: CPD  09:00 17:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 |  |  |

Template normal working days

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Normal Week | Start | End | Rest | Hours | Num of Diary Cards | Ave Start | Ave End | Ave Rest | Ave Hours |
| Mon | 08:00 | 18:00 | 00:00 | 10:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 08:00 | 18:00 | 00:00 | 10:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 08:00 | 18:00 | 00:00 | 10:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 08:00 | 18:00 | 00:00 | 10:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 08:00 | 18:00 | 00:00 | 10:00 | 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 |
| C: Wkend OC | 24hr Partial | No | 08:00 | 08:00 | 06:00 | 24:00 | 0 |  |  |  |  |
| D: Week OC | 24hr Partial | No | 08:00 | 08:00 | 06:00 | 24:00 | 0 |  |  |  |  |
| E: CPD | Full Shift | Yes | 09:00 | 17:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| F: Meeting | Full Shift | Yes | 13:30 | 17:00 | 00:00 | 03:30 | 0 |  |  |  |  |

**New Deal / WTR Footnote**

This 24 Hour Partial Shift 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 24 Hour Partial Shift, six hours rest is required during the out of hours period, with four 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**](mailto:daniel.macdonald@scotland.gsi.gov.uk)

**17th December 2021.**