Glasgow Health Board, GRI, General Surgery, **NG41b April 2023,** F1, Resident. No monitoring.

**Band 2A** (Based on template only)

Steps through the banding flowchart:

 - New Deal Compliant

 - Average work above 48 hours a week

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

 - More than 1/3 of duty hours outside 7am to 7pm Mon-Fri (.338)

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: F1 - 36 days/annum for 14 doctors = 504 days/annum

Total leave to be covered for the group = 504 days/annum

Between 14 doctors this is 36 days/annum each (7.2 wks/annum each)

The normal working week = 42:30 per week.

Number of hours in a leave week = 42.5 (the hours in the normal working week)

For every leave day in the pattern, 08:30 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 = ( 2856.43\*52 - 7.2 \* 2550)/(52 - 7.2) = 2905.68 = 48:26

Riddell work hours = ( 2856.43\*52 - 7.2 \* 2550)/(52 - 7.2) = 2905.68 = 48:26

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 48:26 | 56:00 |  |
| Average weekly hours of work | 48:26 | 56:00 |  |
| Longest duty period | 12:30 | 14:00 |  |
| Shortest off duty | 11:30 | 08:00 |  |
| Longest 'off duty' period | 419:30 | 62:00 |  |
| Next longest 'off duty' period | 159:30 | 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 | 46:52 | 48:00 | As per CEL14 (2009) Calculation |
| 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 |  |  |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | K: DSL08:00 20:30 | K: DSL08:00 20:30 | K: DSL08:00 20:30 | M: DSS08:00 16:30 | M: DSS08:00 16:30 |  |  |
| 2 | Zero Hours | Zero Hours | Zero Hours | Zero Hours | K: DSL08:00 20:30 | K: DSL08:00 20:30 | K: DSL08:00 20:30 |
| 3 | M: DSS08:00 16:30 | Zero Hours | Zero Hours | N: ESUL08:00 20:30 | N: ESUL08:00 20:30 |  |  |
| 4 | O: DSN20:00 08:30 | O: DSN20:00 08:30 | O: DSN20:00 08:30 | O: DSN20:00 08:30 | Zero Hours |  |  |
| 5 | N: ESUL08:00 20:30 | N: ESUL08:00 20:30 | N: ESUL08:00 20:30 | Zero Hours | K: DSL08:00 20:30 | K: DSL08:00 20:30 | K: DSL08:00 20:30 |
| 6 | Zero Hours | M: DSS08:00 16:30 | M: DSS08:00 16:30 | K: DSL08:00 20:30 | Zero Hours |  |  |
| 7 | Leave | Leave | Leave | Leave | Leave |  |  |
| 8 | Leave | Leave | Leave | Leave | Leave |  |  |
| 9 | M: DSS08:00 16:30 | M: DSS08:00 16:30 | M: DSS08:00 16:30 | Zero Hours | K: DSL08:00 20:30 | K: DSL08:00 20:30 | K: DSL08:00 20:30 |
| 10 | Zero Hours | K: DSL08:00 20:30 | Zero Hours | M: DSS08:00 16:30 | O: DSN20:00 08:30 | O: DSN20:00 08:30 | O: DSN20:00 08:30 |
| 11 | Zero Hours | Zero Hours | K: DSL08:00 20:30 | M: DSS08:00 16:30 | Zero Hours |  |  |
| 12 | K: DSL08:00 20:30 | M: DSS08:00 16:30 | K: DSL08:00 20:30 | K: DSL08:00 20:30 | M: DSS08:00 16:30 |  |  |
| 13 | O: DSN20:00 08:30 | O: DSN20:00 08:30 | O: DSN20:00 08:30 | O: DSN20:00 08:30 | Zero Hours |  |  |
| 14 | K: DSL08:00 20:30 | K: DSL08:00 20:30 | M: DSS08:00 16:30 | K: DSL08:00 20:30 | M: DSS08:00 16:30 |  |  |

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 | 16:30 | 00:00 | 08:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 08:00 | 16:30 | 00:00 | 08:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 08:00 | 16:30 | 00:00 | 08:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 08:00 | 16:30 | 00:00 | 08:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 08:00 | 16:30 | 00:00 | 08:30 | 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: Rec/SDAU | Full Shift | Yes | 08:00 | 16:30 | 00:00 | 08:30 | 0 |  |  |  |  |
| B: RecF66L | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| C: RecN | Full Shift | Yes | 20:00 | 08:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| D: RecF66S | Full Shift | Yes | 08:00 | 16:30 | 00:00 | 08:30 | 0 |  |  |  |  |
| E: Rec1L | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| F: Rec1S | Full Shift | Yes | 08:00 | 16:30 | 00:00 | 08:30 | 0 |  |  |  |  |
| G: RecL | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| H: Rec2S | Full Shift | Yes | 08:00 | 16:30 | 00:00 | 08:30 | 0 |  |  |  |  |
| I: Rec2L | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| J: RecF65s | Full Shift | Yes | 08:00 | 17:00 | 00:00 | 09:00 | 0 |  |  |  |  |
| K: DSL | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| M: DSS | Full Shift | Yes | 08:00 | 16:30 | 00:00 | 08:30 | 0 |  |  |  |  |
| N: ESUL | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| O: DSN | Full Shift | Yes | 20:00 | 08:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| P: ETS | Full Shift | Yes | 08:00 | 17:00 | 00:00 | 09:00 | 0 |  |  |  |  |

Narrative

|  |
| --- |
| Comments |
| Natural breaks/rest The overriding principle of this clarification is that no junior doctor should work more than 5 hours without a break. When a doctor begins their rostered duty period the clock starts ticking. The doctor must begin a natural break before the clock exceeds 5 hours. After they have completed a natural break, the clock is reset and the next natural break must begin before a further period of 5 hours has exceeded.Up to 5 hours – 0 breaks 5 hours 1 minute to 9 hours – 1 break as a minimum 9 hours 1 minute to 13 hours – 2 breaks as a minimum 13 hours 1 minute to 14 hours – 3 breaks as a minimum Over 14 hours -non-compliant (breach of maximum continuous duty for full shifts) It is acceptable for a doctor to be called or bleeped during a natural break so long as the doctor does not have to act on the call. However, repeated calls or bleeps during a natural break would be regarded as disrupting that break For this template, the 1st natural break must begin between 12noon and 1pm for day shift and within 5hrs following that for the 2nd natural break for long days. For nightshifts, the 1st natural break must begin between 12midnight and 1am with the 2nd natural break beginning within 5hrs of the end of the 1st break |

**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.

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**17th February 2023.**