Glasgow Health Board, GRI, Traumatic and Orthopaedic Surgery, **NG53 August 2023 Split W/E**, 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 3.00)

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 - 71 days/annum for 12 doctors = 852 days/annum

Total leave to be covered for the group = 852 days/annum

Between 12 doctors this is 71 days/annum each (14.2 wks/annum each)

Number of hours in a leave week = 45 (the hours in the normal working week)

For every leave day in the pattern, 09:00 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 = ( 3217.5\*52 - 14.2 \* 2700)/(52 - 14.2) = 3411.9 = 56:52

Riddell work hours = ( 2827.5\*52 - 14.2 \* 2700)/(52 - 14.2) = 2875.4 = 47:55

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 56:52 | 67:04 |  |
| Average weekly hours of work | 47:55 | 56:00 |  |
| Longest weekend on call duty | 28:00 | 56:00 |  |
| Longest duty (Full Shift) | 12:30 | 14:00 |  |
| Longest weekday on call duty | 28:00 | 32:00 |  |
| Short off duty (after on call) | 20:00 | 12:00 |  |
| Short off duty (after others) | 11:30 | 08:00 |  |
| Longest 'off duty' period | 83:30 | 62:00 |  |
| Next longest 'off duty' period | 68:00 | 48:00 |  |
| Maximum consecutive duty days | 7 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |
| Ave tot rest wkday (On Call) | 11:36 | 08:00 | (50% of out of hours duty) |
| Ave tot rest wkend (On Call) | 07:00 | 07:00 | (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 | 45:30 | 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 |  | Mon of week 1 does not have an 11 hour continuous break. The longest continuous break is 08:00. 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 Day OC  08:00 08:00 | C: Post Call  08:00 12:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 2 | Stnd Day  08:00 17:00 | A: Wk Day OC  08:00 08:00 | C: Post Call  08:00 12:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 3 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | A: Wk Day OC  08:00 08:00 | C: Post Call  08:00 12:00 | Stnd Day  08:00 17:00 |  |  |
| 4 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | A: Wk Day OC  08:00 08:00 | C: Post Call  08:00 12:00 |  |  |
| 5 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | A: Wk Day OC  08:00 08:00 | C: Post Call  08:00 12:00 |  |
| 6 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | F: Wk End OC  08:00 08:00 | C: Post Call  08:00 12:00 |
| 7 | Zero Hours | Zero Hours | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  | F: Wk End OC  08:00 08:00 |
| 8 | C: Post Call  08:00 12:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 9 | G: 2nd OC  08:00 20:30 | G: 2nd OC  08:00 20:30 | G: 2nd OC  08:00 20:30 | G: 2nd OC  08:00 20:30 | Zero Hours |  |  |
| 10 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | G: 2nd OC  08:00 20:30 | G: 2nd OC  08:00 20:30 | G: 2nd OC  08:00 20:30 |
| 11 | Zero Hours | Zero Hours | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 12 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 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 | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 08:00 | 17:00 | 00:00 | 09:00 | 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 OC | On Call | No | 08:00 | 08:00 | 08:00 | 24:00 | 0 |  |  |  |  |
| B: Wk End | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| C: Post Call | On Call | No | 08:00 | 12:00 | 02:00 | 04:00 | 0 |  |  |  |  |
| D: Night | Full Shift | Yes | 20:00 | 08:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| E: 24Hr Partial | 24hr Partial | Yes | 08:00 | 08:00 | 06:00 | 24:00 | 0 |  |  |  |  |
| F: Wk End OC | On Call | No | 08:00 | 08:00 | 12:00 | 24:00 | 0 |  |  |  |  |
| G: 2nd OC | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |