Glasgow Health Board, GRI, Plastic Surgery, RS10 SnR August 2023, STR, Non Resident.

Band 2B (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

 - Less than 1/3 of duty hours outside 7am to 7pm Mon-Fri (.169) and less than 1 weekend in 3 (1 in 4.67)

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 14 doctors = 994 days/annum

Total leave to be covered for the group = 994 days/annum

Between 14 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 = ( 3110.36\*52 - 14.2 \* 2700)/(52 - 14.2) = 3264.51 = 54:25

Riddell work hours = ( 2836.07\*52 - 14.2 \* 2700)/(52 - 14.2) = 2887.19 = 48:07

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 54:25 | 67:13 |  |
| Average weekly hours of work | 48:07 | 56:00 |  |
| Longest weekend on call duty | 24:00 | 56:00 |  |
| Longest duty (Full Shift) | 10:15 | 14:00 |  |
| Longest weekday on call duty | 24:00 | 32:00 |  |
| Short off duty (after on call) | 24:00 | 12:00 |  |
| Short off duty (after others) | 13:45 | 08:00 |  |
| Longest 'off duty' period | 72:00 | 62:00 |  |
| Next longest 'off duty' period | 63:00 | 48:00 |  |
| Maximum consecutive duty days |  7 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |
| Ave tot rest wkday (On Call) | 08:00 | 08:00 | (50% of out of hours duty) |
| Ave tot rest wkend (On Call) | 12:00 | 12:00 | (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 | 47:16 | 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 | Warning  |  | Mon of week 6 did not pass 11hr rule but had adequate compensatory rest. A total of 5 days failed but had adequate compensatory rest. |

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 |  |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | C: 1st OC07:45 18:00 | C: 1st OC07:45 18:00 | C: 1st OC07:45 18:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 |  |  |
| 2 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 |  |  |
| 3 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | C: 1st OC07:45 18:00 | C: 1st OC07:45 18:00 | C: 1st OC07:45 18:00 | C: 1st OC07:45 18:00 |
| 4 | Zero Hours | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 |  |  |
| 5 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 |  |  |
| 6 | B: O/C08:00 08:00 | Zero Hours | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 |  |  |
| 7 | Stnd Day08:00 17:00 | B: O/C08:00 08:00 | Zero Hours | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 |  |  |
| 8 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | B: O/C08:00 08:00 | Zero Hours | Stnd Day08:00 17:00 |  |  |
| 9 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | B: O/C08:00 08:00 | Zero Hours |  |  |
| 10 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | B: O/C08:00 08:00 |  | W: WE O/C08:00 08:00 |
| 11 | Zero Hours | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 |  |  |
| 12 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 |  |  |
| 13 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | W: WE O/C08:00 08:00 |  |
| 14 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 17:00 | Stnd Day08:00 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 |
| B: O/C | On Call | No | 08:00 | 08:00 | 08:00 | 24:00 | 0 |  |  |  |  |
| C: 1st OC | Full Shift | Yes | 07:45 | 18:00 | 00:00 | 10:15 | 0 |  |  |  |  |
| W: WE O/C | On Call | No | 08:00 | 08:00 | 12:00 | 24:00 | 0 |  |  |  |  |

**New Deal / WTR Footnote**

This Hybrid Full / Non Resident On Call rota has been checked and complies with the limits of the New Deal Contract for Training Grade Doctors, and the Working Time Regulations, including the 48 hour average 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. All other shifts are Full Shifts with natural breaks being required as per HDL 2003\_10.

Riddell is included for all leave.

Daniel MacDonald

**Head of NHS Pay**

**Tel: 07920284936**

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

**10th May 2023.**