Glasgow Health Board, QEUH, Anaesthetics, **SG35 MAT August 2023**, STR, 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

- More than 1/3 of duty hours outside 7am to 7pm Mon-Fri (.476)

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 6 doctors = 426 days/annum

Total leave to be covered for the group = 426 days/annum

Between 6 doctors this is 71 days/annum each (14.2 wks/annum each)

The normal working week = 45:00 per week.

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 = ( 2801.54\*52 - 14.2 \* 2700)/(52 - 14.2) = 2839.68 = 47:20

Riddell work hours = ( 2801.54\*52 - 14.2 \* 2700)/(52 - 14.2) = 2839.68 = 47:20

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 47:20 | 56:00 |  |
| Average weekly hours of work | 47:20 | 56:00 |  |
| Longest duty period | 12:30 | 14:00 |  |
| Shortest off duty | 09:00 | 08:00 |  |
| Longest 'off duty' period | 95:30 | 62:00 |  |
| Next longest 'off duty' period | 95:30 | 48:00 |  |
| Maximum consecutive duty days | 7 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 45:04 | 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 4 does not have an 11 hour continuous break. The longest continuous break is 09:00. A total of 7 days have inadequate continuous rest. Compensatory rest will be required. |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | A: Day Shift  08:00 20:30 | A: Day Shift  08:00 20:30 | Zero Hours | Zero Hours | A: Day Shift  08:00 20:30 | A: Day Shift  08:00 20:30 | A: Day Shift  08:00 20:30 |
| 2 | Zero Hours | D: Education  08:00 16:00 | A: Day Shift  08:00 20:30 | A: Day Shift  08:00 20:30 | Zero Hours |  |  |
| 3 | B: Nights  20:00 08:30 | B: Nights  20:00 08:30 | B: Nights  20:00 08:30 | B: Nights  20:00 08:30 | Zero Hours |  |  |
| 4 | C: Twilight  16:00 23:00 | D: Education  08:00 16:00 | Stnd Day  08:00 17:00 | Zero Hours | B: Nights  20:00 08:30 | B: Nights  20:00 08:30 | B: Nights  20:00 08:30 |
| 5 | Zero Hours | Zero Hours | C: Twilight  16:00 23:00 | C: Twilight  16:00 23:00 | Stnd Day  08:00 17:00 |  |  |
| 6 | Stnd Day  08:00 17:00 | C: Twilight  16:00 23:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | C: Twilight  16:00 23:00 | C: Twilight  16:00 23:00 | C: Twilight  16:00 23:00 |
| 7 | Zero Hours | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 8 | A: Day Shift  08:00 20:30 | A: Day Shift  08:00 20:30 | Zero Hours | Zero Hours | A: Day Shift  08:00 20:30 | A: Day Shift  08:00 20:30 | A: Day Shift  08:00 20:30 |
| 9 | Zero Hours | D: Education  08:00 16:00 | A: Day Shift  08:00 20:30 | A: Day Shift  08:00 20:30 | Zero Hours |  |  |
| 10 | B: Nights  20:00 08:30 | B: Nights  20:00 08:30 | B: Nights  20:00 08:30 | B: Nights  20:00 08:30 | Zero Hours |  |  |
| 11 | C: Twilight  16:00 23:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | B: Nights  20:00 08:30 | B: Nights  20:00 08:30 | B: Nights  20:00 08:30 |
| 12 | Zero Hours | Zero Hours | C: Twilight  16:00 23:00 | C: Twilight  16:00 23:00 | Stnd Day  08:00 17:00 |  |  |
| 13 | Stnd Day  08:00 17:00 | C: Twilight  16:00 23:00 | Stnd Day  08:00 17:00 | Zero Hours | C: Twilight  16:00 23:00 | C: Twilight  16:00 23:00 | C: Twilight  16:00 23:00 |

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: Day Shift | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| B: Nights | Full Shift | Yes | 20:00 | 08:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| C: Twilight | Full Shift | Yes | 16:00 | 23:00 | 00:00 | 07:00 | 0 |  |  |  |  |
| D: Education | Full Shift | Yes | 08:00 | 16:00 | 00:00 | 08:00 | 0 |  |  |  |  |