Glasgow Health Board, QEUH, Traumatic and Orthopaedic Surgery, **SG51 August 2023**, F1, 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: F1 - 36 days/annum for 12 doctors = 432 days/annum

Total leave to be covered for the group = 432 days/annum

Between 12 doctors this is 36 days/annum each (7.2 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 = ( 2815\*52 - 7.2 \* 2700)/(52 - 7.2) = 2833.48 = 47:13

Riddell work hours = ( 2815\*52 - 7.2 \* 2700)/(52 - 7.2) = 2833.48 = 47:13

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 47:13 | 56:00 |  |
| Average weekly hours of work | 47:13 | 56:00 |  |
| Longest duty period | 12:30 | 14:00 |  |
| Shortest off duty | 11:30 | 08:00 |  |
| Longest 'off duty' period | 411:00 | 62:00 |  |
| Next longest 'off duty' period | 99:00 | 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 | 46:07 | 48:00 | Calculated with AL remomved 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 | OK |  |  |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | Q: Fl 10 Day  08:00 17:00 | Zero Hours | Q: Fl 10 Day  08:00 17:00 | Q: Fl 10 Day  08:00 17:00 | Q: Fl 10 Day  08:00 17:00 |  |  |
| 2 | E: Fl 10 Long day  08:00 20:30 | Q: Fl 10 Day  08:00 17:00 | E: Fl 10 Long day  08:00 20:30 | Q: Fl 10 Day  08:00 17:00 | E: Fl 10 Long day  08:00 20:30 | E: Fl 10 Long day  08:00 20:30 | E: Fl 10 Long day  08:00 20:30 |
| 3 | Zero Hours | Q: Fl 10 Day  08:00 17:00 | E: Fl 10 Long day  08:00 20:30 | Q: Fl 10 Day  08:00 17:00 | Zero Hours |  |  |
| 4 | Q: Fl 10 Day  08:00 17:00 | Q: Fl 10 Day  08:00 17:00 | Zero Hours | Zero Hours | E: Fl 10 Long day  08:00 20:30 | E: Fl 10 Long day  08:00 20:30 | E: Fl 10 Long day  08:00 20:30 |
| 5 | Q: Fl 10 Day  08:00 17:00 | E: Fl 10 Long day  08:00 20:30 | Q: Fl 10 Day  08:00 17:00 | E: Fl 10 Long day  08:00 20:30 | Zero Hours |  |  |
| 6 | E: Fl 10 Long day  08:00 20:30 | Q: Fl 10 Day  08:00 17:00 | Zero Hours | Q: Fl 10 Day  08:00 17:00 | Q: Fl 10 Day  08:00 17:00 | Q: Fl 10 Day  08:00 17:00 | Q: Fl 10 Day  08:00 17:00 |
| 7 | Zero Hours | E: Fl 10 Long day  08:00 20:30 | Q: Fl 10 Day  08:00 17:00 | E: Fl 10 Long day  08:00 20:30 | Q: Fl 10 Day  08:00 17:00 |  |  |
| 8 | Leave | Leave | Leave | Leave | Leave |  |  |
| 9 | Leave | Leave | Leave | Leave | Leave |  |  |
| 10 | T: Fl 10 Night  20:00 08:30 | T: Fl 10 Night  20:00 08:30 | T: Fl 10 Night  20:00 08:30 | T: Fl 10 Night  20:00 08:30 | Zero Hours |  |  |
| 11 | Q: Fl 10 Day  08:00 17:00 | Zero Hours | Zero Hours | Zero Hours | T: Fl 10 Night  20:00 08:30 | T: Fl 10 Night  20:00 08:30 | T: Fl 10 Night  20:00 08:30 |
| 12 | Zero Hours | Zero Hours | Q: Fl 10 Day  08:00 17:00 | H: Rec IAU  08:00 20:30 | Q: Fl 10 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 |
| E: Fl 10 Long day | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| H: Rec IAU | Full Shift | Yes | 08:00 | 20:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| Q: Fl 10 Day | Full Shift | Yes | 08:00 | 17:00 | 00:00 | 09:00 | 0 |  |  |  |  |
| R: Fl 10 Late | Full Shift | Yes | 14:00 | 20:30 | 00:00 | 06:30 | 0 |  |  |  |  |
| T: Fl 10 Night | Full Shift | Yes | 20:00 | 08:30 | 00:00 | 12:30 | 0 |  |  |  |  |

Narrative

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|  |
| 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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**5th September 2023.**