Glasgow Health Board, RHCG, Cardio-thoracic Surgery, **WC03 August 2023**, OTH, Non 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

- 1 weekend in 3 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: OTH - 71 days/annum for 4 doctors = 284 days/annum

Total leave to be covered for the group = 284 days/annum

Between 4 doctors this is 71 days/annum each (14.2 wks/annum each)

Number of hours in a leave week = 50 (the hours in the normal working week)

For every leave day in the pattern, 10:00 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 = ( 3600\*52 - 14.2 \* 3000)/(52 - 14.2) = 3825.4 = 63:45

Riddell leave adjustment to work would be negative. Leave week (3000) is longer than the work week ( 2960)

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 63:45 | 70:56 |  |
| Average weekly hours of work | 49:20 | 56:00 |  |
| Longest weekend on call duty | 48:00 | 56:00 |  |
| Longest duty (Full Shift) | 03:00 | 14:00 |  |
| Longest weekday on call duty | 27:00 | 32:00 |  |
| Short off duty (after on call) | 21:00 | 12:00 |  |
| Short off duty (after others) | 14:00 | 08:00 |  |
| Longest 'off duty' period | 69:00 | 62:00 |  |
| Next longest 'off duty' period | 62:00 | 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 | 47:31 | 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 4 days have inadequate continuous rest. Compensatory rest will be required. Fri of week 5 did not pass 11hr rule but had adequate compensatory rest. |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | A: W/D Oncall  08:00 08:00 | C: Post Oncall  08:00 11:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 |  |  |
| 2 | Stnd Day  08:00 18:00 | A: W/D Oncall  08:00 08:00 | C: Post Oncall  08:00 11:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | B: W/E Oncall  08:30 08:30 | B: W/E Oncall  08:30 08:30 |
| 3 | Zero Hours | Stnd Day  08:00 18:00 | A: W/D Oncall  08:00 08:00 | C: Post Oncall  08:00 11:00 | Stnd Day  08:00 18:00 |  |  |
| 4 | Stnd Day  08:00 18:00 | Zero Hours | Stnd Day  08:00 18:00 | A: W/D Oncall  08:00 08:00 | C: Post Oncall  08:00 11:00 |  |  |
| 5 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | Zero Hours | Stnd Day  08:00 18:00 | A: W/D Oncall  08:00 08:00 |  |  |
| 6 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 | Stnd Day  08:00 18:00 |  |  |

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 | 18:00 | 00:00 | 10:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 08:00 | 18:00 | 00:00 | 10:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 08:00 | 18:00 | 00:00 | 10:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 08:00 | 18:00 | 00:00 | 10:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 08:00 | 18:00 | 00:00 | 10:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |

**New Deal / WTR Footnote**

This Non Resident On Call rota has been checked and complies with the limits of the New Deal Contract for Training Grade Doctors, and the limits of the Working Time Regulations, including the 48 hour 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.

Riddell is included for all leave.

Daniel MacDonald

**Head of NHS Pay**

**Tel: 07920284936**

**Email:** [**daniel.macdonald@gov.scot**](mailto:daniel.macdonald@scotland.gsi.gov.uk)

**5th September 2023.**