Glasgow Health Board, ScotStar, Neonatal medicine, WC18 Neonatal Transport, STR, Non Resident.

**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 (.451)

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 - 70 days/annum for 1 doctor = 70 days/annum

Total leave to be covered for the group = 70 days/annum

Between 1 doctors this is 70 days/annum each (14 wks/annum each)

Number of hours in a leave week = 40 (the hours in the normal working week)

For every leave day in the pattern, 08:00 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 = ( 2880\*52 - 14 \* 2400)/(52 - 14) = 3056.84 = 50:57

Riddell work hours = ( 2480\*52 - 14 \* 2400)/(52 - 14) = 2509.47 = 41:49

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 50:57 | 62:40 |  |
| Average weekly hours of work | 41:49 | 56:00 |  |
| Longest duty (Full Shift) | 12:00 | 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) | 12:00 | 08:00 |  |
| Longest 'off duty' period | 120:00 | 62:00 |  |
| Next longest 'off duty' period | 84:00 | 48:00 |  |
| Maximum consecutive duty days | 3 | 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) |
| % of duties with adequate rest | 100 | 75 |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 41:20 | 48:00 |  |
| 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 |  | Wed of week 1 did not pass 11hr rule but had adequate compensatory rest. A total of 5 days failed but had adequate compensatory rest. |

Availability of normal days (Based on template only)

In a 52 week period, doctors are available during normal hours on 0 days

This reduces to 0 assuming that 0 of these days will be taken as leave

This is equivalent to 0 days per week.

See the paper "The European Working Time Directive 2009" by Yasmin Ahmed-Little and Matthew Bluck in "The British Journal of Health Care Management" 2006, Vol. 12, No. 12 for details of the calculation and its implications.

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | Zero Hours | Zero Hours | B: On call  08:00 08:00 | Zero Hours | Zero Hours | A: Long Day  08:00 20:00 | A: Long Day  08:00 20:00 |
| 2 | Zero Hours | A: Long Day  08:00 20:00 | A: Long Day  08:00 20:00 | B: On call  08:00 08:00 | Zero Hours |  |  |
| 3 | Zero Hours | Zero Hours | A: Long Day  08:00 20:00 | A: Long Day  08:00 20:00 | B: On call  08:00 08:00 |  |  |
| 4 | Zero Hours | A: Long Day  08:00 20:00 | B: On call  08:00 08:00 | Zero Hours | A: Long Day  08:00 20:00 |  |  |
| 5 | A: Long Day  08:00 20:00 | A: Long Day  08:00 20:00 | Zero Hours | B: On call  08:00 08:00 | Zero Hours |  |  |
| 6 | C: Night  20:00 08:00 | C: Night  20:00 08:00 | Zero Hours | Zero Hours | Zero Hours | C: Night  20:00 08:00 | C: Night  20:00 08:00 |

Template normal working days

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Normal Week | Start | End | Rest | Hours | Num of Diary Cards | Ave Start | Ave End | Ave Rest | Ave Hours |
| Mon | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 09:00 | 17:00 | 00:00 | 08:00 | 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: Long Day | Full Shift | Yes | 08:00 | 20:00 | 00:00 | 12:00 | 0 |  |  |  |  |
| B: On call | On Call | No | 08:00 | 08:00 | 08:00 | 24:00 | 0 |  |  |  |  |
| C: Night | Full Shift | Yes | 20:00 | 08:00 | 00:00 | 12:00 | 0 |  |  |  |  |

**New Deal / WTR Footnote**

This Hybrid On Call/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.

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.

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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