Glasgow Health Board, RAH, Obstetrics and gynaecology, WC35 FY2/GPST October 2022, F2, 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 (.345)

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: F2 - 66 days/annum for 8 doctors = 528 days/annum

Leave: STR - 66 days/annum for 4 doctors = 264 days/annum

Total leave to be covered for the group = 792 days/annum

Between 12 doctors this is 66 days/annum each (13.2 wks/annum each)

The normal working week = 40:00 per week.

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 = ( 2637.5\*52 - 13.2 \* 2400)/(52 - 13.2) = 2718.3 = 45:18

Riddell work hours = ( 2637.5\*52 - 13.2 \* 2400)/(52 - 13.2) = 2718.3 = 45:18

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 45:18 | 56:00 |  |
| Average weekly hours of work | 45:18 | 56:00 |  |
| Longest duty period | 12:30 | 14:00 |  |
| Shortest off duty | 11:30 | 08:00 |  |
| Longest 'off duty' period | 83:30 | 62:00 |  |
| Next longest 'off duty' period | 76:00 | 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 | 43:17 | 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 | OK |  |  |

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: OBSLD  21:00 09:30 | C: OBSLD  21:00 09:30 | C: OBSLD  21:00 09:30 | C: OBSLD  21:00 09:30 | Zero Hours |  |  |
| 2 | B: WD31  09:00 17:00 | B: WD31  09:00 17:00 | B: WD31  09:00 17:00 | B: WD31  09:00 17:00 | C: OBSLD  21:00 09:30 | C: OBSLD  21:00 09:30 | C: OBSLD  21:00 09:30 |
| 3 | Zero Hours | Zero Hours | E: IRHD  09:00 17:00 | E: IRHD  09:00 17:00 | B: WD31  09:00 17:00 |  |  |
| 4 | D: NIGHT  21:00 09:30 | D: NIGHT  21:00 09:30 | D: NIGHT  21:00 09:30 | D: NIGHT  21:00 09:30 | Zero Hours |  |  |
| 5 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 |  |  |
| 6 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 |  |  |
| 7 | G: GYNLD  09:00 21:30 | G: GYNLD  09:00 21:30 | G: GYNLD  09:00 21:30 | G: GYNLD  09:00 21:30 | Zero Hours |  |  |
| 8 | H: WD32  09:00 17:00 | H: WD32  09:00 17:00 | H: WD32  09:00 17:00 | H: WD32  09:00 17:00 | G: GYNLD  09:00 21:30 | G: GYNLD  09:00 21:30 | G: GYNLD  09:00 21:30 |
| 9 | Zero Hours | Zero Hours | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 | H: WD32  09:00 17:00 |  |  |
| 10 | I: CS  09:00 14:00 | I: CS  09:00 14:00 | I: CS  09:00 14:00 | Zero Hours | D: NIGHT  21:00 09:30 | D: NIGHT  21:00 09:30 | D: NIGHT  21:00 09:30 |
| 11 | Zero Hours | Zero Hours | F: FLOAT  09:00 17:00 | I: CS  09:00 14:00 | I: CS  09:00 14:00 |  |  |
| 12 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 17:00 | F: FLOAT  09:00 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 | 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 |
| B: WD31 | Full Shift | Yes | 09:00 | 17:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| C: OBSLD | Full Shift | Yes | 21:00 | 09:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| D: NIGHT | Full Shift | Yes | 21:00 | 09:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| E: IRHD | Full Shift | Yes | 09:00 | 17:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| F: FLOAT | Full Shift | Yes | 09:00 | 17:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| G: GYNLD | Full Shift | Yes | 09:00 | 21:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| H: WD32 | Full Shift | Yes | 09:00 | 17:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| I: CS | Full Shift | Yes | 09:00 | 14:00 | 00:00 | 05:00 | 0 |  |  |  |  |

**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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**11th October 2022.**