Glasgow Health Board, Citywide, Diagnostic Radiology, Radcave Update 30 Dr 14.04.15 CB, STR, Non 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)

Riddell Formula Calculations

Prospective cover for: Duties outside normal hours.

Leave: STR - 70 days/annum for 30 doctors = 2100 days/annum

Total leave to be covered for the group = 2100 days/annum

Between 30 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 = ( 2840\*52 - 14 \* 2400)/(52 - 14) = 3002.11 = 50:02

Riddell work hours = ( 2606.93\*52 - 14 \* 2400)/(52 - 14) = 2683.17 = 44:43

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 50:02 | 65:30 |  |
| Average weekly hours of work | 44:43 | 56:00 |  |
| Longest weekend on call duty | 48:00 | 56:00 |  |
| Longest duty (Partial) | 16:00 | 16:00 |  |
| Longest duty (Full Shift) | 12:30 | 14:00 |  |
| Longest weekday on call duty | 32:00 | 32:00 |  |
| Short off duty (after on call) | 16:00 | 12:00 |  |
| Short off duty (after others) | 11:30 | 08:00 |  |
| Longest 'off duty' period | 72:30 | 62:00 |  |
| Next longest 'off duty' period | 72:00 | 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 wkday (Partial) | 04:00 | 03:56 | (25% of out of hours duty) |
| Ave tot rest wkend (On Call) | 12:00 | 12:00 | (50% of out of hours duty) |
| Ave tot rest wkend (Partial) | 03:08 | 03:04 | (25% 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 | 43:44 | 48:00 | As per CEL 14 (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 | Warning |  | Tue of week 8 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 1 did not pass 11hr rule but had adequate compensatory rest. A total of 11 days failed but had adequate compensatory rest. |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | E: PS 2  16:30 08:30 |  |  |
| 2 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | E: PS 2  16:30 08:30 | Zero Hours |  |  |
| 3 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | E: PS 2  16:30 08:30 | Zero Hours | Stnd Day  09:00 17:00 | G: PS Nights wkd  21:00 09:30 | G: PS Nights wkd  21:00 09:30 |
| 4 | Zero Hours | E: PS 2  16:30 08:30 | Zero Hours | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 5 | E: PS 2  16:30 08:30 | Zero Hours | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 6 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Zero Hours | P: Long Day  09:00 21:30 | Q: Short Day  09:00 17:00 |
| 7 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 8 | Stnd Day  09:00 17:00 | A: On Call  09:00 09:00 | Stnd Day  09:00 17:00 | A: On Call  09:00 09:00 | Stnd Day  09:00 17:00 |  |  |
| 9 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Q: Short Day  09:00 17:00 | P: Long Day  09:00 21:30 |
| 10 | Zero Hours | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 11 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 12 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | B: WKD On Call  09:00 09:00 | B: WKD On Call  09:00 09:00 |
| 13 | Zero Hours | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 14 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 15 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 16 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 17 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | D: Partial Nights  17:00 09:00 |  |  |
| 18 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | D: Partial Nights  17:00 09:00 | Zero Hours |  |  |
| 19 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | D: Partial Nights  17:00 09:00 | Zero Hours | Stnd Day  09:00 17:00 | G: PS Nights wkd  21:00 09:30 | G: PS Nights wkd  21:00 09:30 |
| 20 | Zero Hours | D: Partial Nights  17:00 09:00 | Zero Hours | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 21 | D: Partial Nights  17:00 09:00 | Zero Hours | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 22 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Q: Short Day  09:00 17:00 | P: Long Day  09:00 21:30 |
| 23 | Zero Hours | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 24 | A: On Call  09:00 09:00 | Stnd Day  09:00 17:00 | A: On Call  09:00 09:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 25 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Zero Hours | P: Long Day  09:00 21:30 | Q: Short Day  09:00 17:00 |
| 26 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 27 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 28 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 29 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 30 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | A: On Call  09:00 09:00 |  |  |

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: On Call | On Call | No | 09:00 | 09:00 | 08:00 | 24:00 | 0 |  |  |  |  |
| B: WKD On Call | On Call | No | 09:00 | 09:00 | 12:00 | 24:00 | 0 |  |  |  |  |
| C: POC | Full Shift | Yes | 09:00 | 13:00 | 00:00 | 04:00 | 0 |  |  |  |  |
| D: Partial Nights | Partial Shift | Yes | 17:00 | 09:00 | 04:00 | 16:00 | 0 |  |  |  |  |
| E: PS 2 | Partial Shift | Yes | 16:30 | 08:30 | 04:00 | 16:00 | 0 |  |  |  |  |
| G: PS Nights wkd | Partial Shift | Yes | 21:00 | 09:30 | 03:08 | 12:30 | 0 |  |  |  |  |
| P: Long Day | Full Shift | Yes | 09:00 | 21:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| Q: Short Day | Full Shift | Yes | 09:00 | 17:00 | 00:00 | 08:00 | 0 |  |  |  |  |

**New Deal / WTR Footnote**

This Hybrid Full / Non Resident On Call / Partial Shift rota has been checked and complies with the limits of the New Deal Contract for Training Grade Doctors, and the Working Time Regulations, including the 48 hour average working week.

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. During the Partial Shifts, 25% of the out of hours time is required as rest and should be achieved on at least 75% of occasions.

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. All other shifts are Full Shifts with natural breaks being required as per HDL 2003\_10.

Riddell is included for all leave.

Daniel MacDonald

**Workforce Adviser**

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**28th April 2015.**