Glasgow Health Board, GRH/VOL Junior, Psychiatry, MH07 20.1drs 7 shift working Nov15, STR, Non Resident. No monitoring.

Band 1B (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

- Less than 1/3 of duty hours outside 7am to 7pm Mon-Fri (.209) and less than 1 weekend in 4 (1 in 5.00)

Riddell Formula Calculations

Prospective cover for: Duties outside normal hours.

Leave: STR - 65 days/annum for 20 doctors = 1300 days/annum

Total leave to be covered for the group = 1300 days/annum

Between 20 doctors this is 65 days/annum each (13 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 = ( 2973\*52 - 13 \* 2400)/(52 - 13) = 3164 = 52:44

Riddell work hours = ( 2676.75\*52 - 13 \* 2400)/(52 - 13) = 2769 = 46:09

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 52:44 | 65:53 |  |
| Average weekly hours of work | 46:09 | 56:00 |  |
| Longest weekend on call duty | 48:00 | 56:00 |  |
| Longest duty (Partial) | 12:30 | 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 | 76:00 | 62:00 |  |
| Next longest 'off duty' period | 71:30 | 48:00 |  |
| Maximum consecutive duty days | 7 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |
| Ave tot rest wkday (On Call) | 10:00 | 08:00 | (50% of out of hours duty) |
| Ave tot rest wkday (Partial) | 03:15 | 03:02 | (25% of out of hours duty) |
| Ave tot rest wkend (On Call) | 13:00 | 12:00 | (50% of out of hours duty) |
| Ave tot rest wkend (Partial) | 03:15 | 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 | 45:04 | 48:00 | Asper CEL14 (2009) calculation |
| Average hours (before adjustments) | 45:45 |  |  |
| 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 12 does not have an 11 hour continuous break. The longest continuous break is 10:00. A total of 4 days have inadequate continuous rest. Compensatory rest will be required. Fri of week 16 did not pass 11hr rule but had adequate compensatory rest. |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | A: GRH LD  09:00 21:30 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 2 | Stnd Day  09:00 17:00 | A: GRH LD  09:00 21:30 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 3 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | A: GRH LD  09:00 21:30 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 4 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | A: GRH LD  09:00 21:30 | Stnd Day  09:00 17:00 |  |  |
| 5 | 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: GRH LD  09:00 21:30 | A: GRH LD  09:00 21:30 | A: GRH LD  09:00 21:30 |
| 6 | 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 |  |  |
| 7 | B: GRH NIGHT  21:00 09:30 | B: GRH NIGHT  21:00 09:30 | B: GRH NIGHT  21:00 09:30 | B: GRH NIGHT  21:00 09:30 | Zero Hours |  |  |
| 8 | 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 |  |  |
| 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 | B: GRH NIGHT  21:00 09:30 | B: GRH NIGHT  21:00 09:30 | B: GRH NIGHT  21:00 09:30 |
| 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 | C: wkdy VOL  09:00 09:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 |  |  |
| 13 | Stnd Day  09:00 17:00 | C: wkdy VOL  09:00 09:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | D: wknd VOL  09:00 09:00 | D: wknd VOL  09:00 09:00 |
| 14 | Zero Hours | Stnd Day  09:00 17:00 | C: wkdy VOL  09:00 09:00 | 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 | C: wkdy VOL  09:00 09:00 | 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 | C: wkdy VOL  09:00 09:00 |  |  |
| 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 | Stnd Day  09:00 17:00 |  |  |
| 18 | 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 |  |  |
| 19 | 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 |  |  |
| 20 | 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 |  |  |

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: GRH LD | Full Shift | Yes | 09:00 | 21:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| B: GRH NIGHT | Partial Shift | Yes | 21:00 | 09:30 | 03:15 | 12:30 | 0 |  |  |  |  |
| C: wkdy VOL | On Call | No | 09:00 | 09:00 | 10:00 | 24:00 | 0 |  |  |  |  |
| D: wknd VOL | On Call | No | 09:00 | 09:00 | 13:00 | 24:00 | 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.

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.

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.

Riddell is included for all leave.

Daniel MacDonald

**Programme Director**

**Tel: 07818012167**

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

**4th December 2015.**