Glasgow Health Board, RHCG, Paediatrics, WC14 Paediatrics Senior RHC Dec 2015, STR, 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 (.210) and less than 1 weekend in 4 (1 in 5.33)

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 - 68 days/annum for 16 doctors = 1088 days/annum

Total leave to be covered for the group = 1088 days/annum

Between 16 doctors this is 68 days/annum each (13.6 wks/annum each)

The normal working week = 40:30 per week.

Number of hours in a leave week = 40.5 (the hours in the normal working week)

For every leave day in the pattern, 08:06 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 = ( 2739.38\*52 - 13.6 \* 2430)/(52 - 13.6) = 2848.95 = 47:29

Riddell work hours = ( 2739.38\*52 - 13.6 \* 2430)/(52 - 13.6) = 2848.95 = 47:29

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 47:29 | 56:00 |  |
| Average weekly hours of work | 47:29 | 56:00 |  |
| Longest duty period | 13:00 | 14:00 |  |
| Shortest off duty | 11:00 | 08:00 |  |
| Longest 'off duty' period | 71:30 | 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 |  |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 44:11 | 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 | OK |  |  |

Availability of normal days (Based on template only)

In a 52 week period, doctors are available during normal hours on 204 days

This reduces to 144 assuming that 60 of these days will be taken as leave

This is equivalent to 2.77 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 | A: Late Shift  13:00 00:00 | A: Late Shift  13:00 00:00 | A: Late Shift  13:00 00:00 | A: Late Shift  13:00 00:00 | B: Nights  21:00 09:30 | B: Nights  21:00 09:30 | B: Nights  21:00 09:30 |
| 2 | Zero Hours | Zero Hours | Zero Hours | Stnd Day  09:00 17:00 | Stnd Day  08:30 17:00 |  |  |
| 3 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | C: Long Days  09:00 21:30 | Stnd Day  09:00 17:00 | Stnd Day  08:30 17:00 |  |  |
| 4 | 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  08:30 17:00 |  |  |
| 5 | C: Long Days  09:00 21:30 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  08:30 17:00 |  |  |
| 6 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Zero Hours | A: Late Shift  13:00 00:00 | A: Late Shift  13:00 00:00 | A: Late Shift  13:00 00:00 |
| 7 | B: Nights  21:00 09:30 | B: Nights  21:00 09:30 | B: Nights  21:00 09:30 | B: Nights  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  08:30 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  08:30 17:00 |  |  |
| 10 | 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  08:30 17:00 |  |  |
| 11 | Stnd Day  09:00 17:00 | C: Long Days  09:00 21:30 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  08:30 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 | D: Fri Long Day  08:30 21:30 | C: Long Days  09:00 21:30 | C: Long Days  09:00 21:30 |
| 13 | Zero Hours | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | C: Long Days  09:00 21:30 | Stnd Day  08:30 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  08:30 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  08:30 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  08:30 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 | 08:30 | 17:00 | 00:00 | 08:30 | 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: Late Shift | Full Shift | Yes | 13:00 | 00:00 | 00:00 | 11:00 | 0 |  |  |  |  |
| B: Nights | Full Shift | Yes | 21:00 | 09:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| C: Long Days | Full Shift | Yes | 09:00 | 21:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| D: Fri Long Day | Full Shift | Yes | 08:30 | 21:30 | 00:00 | 13:00 | 0 |  |  |  |  |