RHCG, Neonatal medicine, **WC48 New August 2015 Rota**, STR, Resident. Most recently monitored 14/09/2015 to 27/09/2015

**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 (.350)

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 8 doctors = 544 days/annum

Total leave to be covered for the group = 544 days/annum

Between 8 doctors this is 68 days/annum each (13.6 wks/annum each)

The normal working week = 42:30 per week.

Number of hours in a leave week = 42.5 (the hours in the normal working week)

For every leave day in the pattern, 08:30 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 = ( 2715\*52 - 13.6 \* 2550)/(52 - 13.6) = 2773.44 = 46:13

Riddell work hours = ( 2715\*52 - 13.6 \* 2550)/(52 - 13.6) = 2773.44 = 46:13

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 46:13 | 56:00 |  |
| Average weekly hours of work | 46:13 | 56:00 |  |
| Longest duty period | 12:30 | 14:00 |  |
| Shortest off duty | 11:30 | 08:00 |  |
| Longest 'off duty' period | 119:30 | 62:00 |  |
| Next longest 'off duty' period | 95:30 | 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 | 46:13 | 48:00 |  |
| Average hours (before adjustments) | 45:15 |  |  |
| 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 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 | C: NICU Long Day08:30 21:00 | C: NICU Long Day08:30 21:00 | B: Night20:30 09:00 | B: Night20:30 09:00 | Zero Hours |  |  |
| 2 | E: NICU Std Day08:30 17:00 | E: NICU Std Day08:30 17:00 | C: NICU Long Day08:30 21:00 | C: NICU Long Day08:30 21:00 | B: Night20:30 09:00 | B: Night20:30 09:00 | B: Night20:30 09:00 |
| 3 | Zero Hours | Zero Hours | Zero Hours | Zero Hours | C: NICU Long Day08:30 21:00 | C: NICU Long Day08:30 21:00 | C: NICU Long Day08:30 21:00 |
| 4 | B: Night20:30 09:00 | B: Night20:30 09:00 | Zero Hours | Zero Hours | Zero Hours |  |  |
| 5 | A: Flexible08:30 17:00 | A: Flexible08:30 17:00 | A: Flexible08:30 17:00 | A: Flexible08:30 17:00 | A: Flexible08:30 17:00 |  |  |
| 6 | A: Flexible08:30 17:00 | A: Flexible08:30 17:00 | A: Flexible08:30 17:00 | A: Flexible08:30 17:00 | Zero Hours |  |  |
| 7 | Y: SCBU Std Day08:30 17:00 | J: SCBU & Clinic08:30 17:00 | E: NICU Std Day08:30 17:00 | E: NICU Std Day08:30 17:00 | E: NICU Std Day08:30 17:00 | E: NICU Std Day08:30 17:00 | E: NICU Std Day08:30 17:00 |
| 8 | Zero Hours | Y: SCBU Std Day08:30 17:00 | J: SCBU & Clinic08:30 17:00 | J: SCBU & Clinic08:30 17:00 | Y: SCBU Std Day08:30 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 | 08:30 | 17:00 | 00:00 | 08:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 08:30 | 17:00 | 00:00 | 08:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 08:30 | 17:00 | 00:00 | 08:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 08:30 | 17:00 | 00:00 | 08:30 | 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: Flexible | Full Shift | Yes | 08:30 | 17:00 | 00:00 | 08:30 | 0 |  |  |  |  |
| B: Night | Full Shift | Yes | 20:30 | 09:00 | 00:00 | 12:30 | 0 |  |  |  |  |
| C: NICU Long Day | Full Shift | Yes | 08:30 | 21:00 | 00:00 | 12:30 | 0 |  |  |  |  |
| E: NICU Std Day | Full Shift | Yes | 08:30 | 17:00 | 00:00 | 08:30 | 0 |  |  |  |  |
| J: SCBU & Clinic | Full Shift | Yes | 08:30 | 17:00 | 00:00 | 08:30 | 0 |  |  |  |  |
| Y: SCBU Std Day | Full Shift | Yes | 08:30 | 17:00 | 00:00 | 08:30 | 0 |  |  |  |  |