Glasgow Health Board, Beatson, Palliative Medicine, CL82 (RA28) Review 22.12.15 CB Feb 2016, STR, Non Resident. No monitoring.

Band 2B (Based on template only)

Steps through the banding flowchart:

- New Deal Compliant

- Average work above 48 hours a week

- Work pattern is an on call rota

- On-call frequency was calculated by DRS

- 1 in 6 with prosp. cover or more frequent (Calc from pattern as 1 in 6.0)

- Criteria R not fulfilled (Non resident specified for the group)

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 - 70 days/annum for 6 doctors = 420 days/annum

Total leave to be covered for the group = 420 days/annum

Between 6 doctors this is 70 days/annum each (14 wks/annum each)

The normal working week = 41:00 per week.

Number of hours in a leave week = 41 (the hours in the normal working week)

For every leave day in the pattern, 08:12 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 = ( 3600\*52 - 14 \* 2460)/(52 - 14) = 4020 = 67:00

Riddell work hours = ( 2840\*52 - 14 \* 2460)/(52 - 14) = 2980 = 49:40

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 67:00 | 72:00 |  |
| Average weekly hours of work | 49:40 | 56:00 |  |
| Longest weekend on call duty | 48:00 | 56:00 |  |
| Longest weekday on call duty | 31:00 | 32:00 |  |
| Short off duty (after on call) | 17:00 | 12:00 |  |
| Short off duty (after others) | 15:00 | 08:00 |  |
| Longest 'off duty' period | 65:00 | 62:00 |  |
| Next longest 'off duty' period | 64:00 | 48:00 |  |
| Maximum consecutive duty days | 7 | 13 |  |
| 62+48 hr. breaks every 21 days | OK |  |  |
| Ave total rest (weekdays) | 10:00 | 08:00 | (50% of out of hours duty) |
| Ave total rest (weekends) | 13:00 | 12:00 | (50% 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 | 46:38 | 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 |  | Mon of week 1 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 5 did not pass 11hr rule but had adequate compensatory rest. |

Availability of normal days (Based on template only)

In a 52 week period, doctors are available during normal hours on 215 days

This reduces to 155 assuming that 60 of these days will be taken as leave

This is equivalent to 2.98 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: OC WkDay  09:00 09:00 | C: POC  09:00 16:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | B: OC Wknd  09:00 09:00 | B: OC Wknd  09:00 09:00 |
| 2 | Zero Hours | A: OC WkDay  09:00 09:00 | C: POC  09:00 16:00 | 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: OC WkDay  09:00 09:00 | C: POC  09:00 16:00 | Stnd Day  09:00 17:00 |  |  |
| 4 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 18:00 | A: OC WkDay  09:00 09:00 | C: POC  09:00 16:00 |  |  |
| 5 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 17:00 | A: OC WkDay  09:00 09:00 |  |  |
| 6 | Stnd Day  09:00 17:00 | Stnd Day  09:00 17:00 | Stnd Day  09:00 18:00 | 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 | 18:00 | 00:00 | 09:00 | 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: OC WkDay | On Call | No | 09:00 | 09:00 | 10:00 | 24:00 | 0 |  |  |  |  |
| B: OC Wknd | On Call | No | 09:00 | 09:00 | 13:00 | 24:00 | 0 |  |  |  |  |
| C: POC | On Call | Yes | 09:00 | 16:00 | 00:00 | 07:00 | 0 |  |  |  |  |