**Rota calculations:**

 **2 SAS Grades work on this rota in addition to the trainees who cover between them Tuesday & Thursday Long Days, and  1 in 8 Long Day weekends each.  When the SAS Grades work their Long Day weekends they do not work the Tuesday / Thursday Long Days (and they are worked by the trainees).**

* **Nights  -  All nights are shared amongst the 8 trainees.  32/8 = 4 weeks of nights each.**
* **Monday and Wednesday Long days = 32 x 2 = 64 / 8 = 8  Monday and Wednesday Long Days per each of the 8 trainees over 32 weeks.**
* **Tuesday and Thursday Long Days - As above, the SAS Grades cover these unless they are working their Long Day weekend. This means that over a 32 week period, 4 Tuesday and 4 Thursday Long days were required to be covered amongst the 8 trainees. 8 / 8 = 1 Long Day (shown in rota as a Thurdsay)**
* **Long Day weekends - out of 32 long day weekends each of the 2 SAS Grades cover 1:8 weekends.  32 - 8 = 24.  24/8 = 3 Long Day weekends per each of the 8 trainees over 32 weeks.**

Glasgow Health Board, Ravenscraig / IRH, Psychiatry, MH09 Proposed Aug 15, 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 (.255) and less than 1 weekend in 4 (1 in 4.57)

Riddell Formula Calculations

Prospective cover for: Duties outside normal hours.

Leave: STR - 65 days/annum for 8 doctors = 520 days/annum

Total leave to be covered for the group = 520 days/annum

Between 8 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 = ( 2833.12\*52 - 13 \* 2400)/(52 - 13) = 2977.5 = 49:38

Riddell work hours = ( 2662.5\*52 - 13 \* 2400)/(52 - 13) = 2750 = 45:50

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 49:38 | 60:52 |  |
| Average weekly hours of work | 45:50 | 56:00 |  |
| Longest duty (Partial) | 12:30 | 16:00 |  |
| Longest duty (Full Shift) | 12:30 | 14:00 |  |
| Shortest off duty | 11:30 | 08:00 |  |
| Longest 'off duty' period | 76:00 | 62:00 |  |
| Next longest 'off duty' period | 76:00 | 48:00 |  |
| Maximum consecutive duty days |  7 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |
| Ave tot rest wkday (Partial) | 03:15 | 03:02 | (25% 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 | 46:32 | 48:00 | Calculation as per CEL 14(2009)  |
| Average hours (before adjustments) | 47:13 |  |  |
| 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)

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | B: Long day09:00 21:30 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 2 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | B: Long day09:00 21:30 | B: Long day09:00 21:30 | B: Long day09:00 21:30 |
| 3 | Zero Hours | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 4 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | B: Long day09:00 21:30 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 5 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 6 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 | Zero Hours |  |  |
| 7 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 8 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 |
| 9 | Zero Hours | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 10 | B: Long day09:00 21:30 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 11 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | B: Long day09:00 21:30 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 12 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 | Zero Hours |  |  |
| 13 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 14 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 |
| 15 | Zero Hours | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 16 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 17 | B: Long day09:00 21:30 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 18 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | B: Long day09:00 21:30 | Stnd Day09:00 17:00 | B: Long day09:00 21:30 | B: Long day09:00 21:30 | B: Long day09:00 21:30 |
| 19 | Zero Hours | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 20 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 21 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 | Zero Hours |  |  |
| 22 | B: Long day09:00 21:30 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 23 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 |
| 24 | Zero Hours | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 25 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | B: Long day09:00 21:30 | Stnd Day09:00 17:00 |  |  |
| 26 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | B: Long day09:00 21:30 | B: Long day09:00 21:30 | B: Long day09:00 21:30 |
| 27 | Zero Hours | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 28 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | B: Long day09:00 21:30 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 29 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 | Zero Hours |  |  |
| 30 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 |  |  |
| 31 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | A: night21:00 09:30 | A: night21:00 09:30 | A: night21:00 09:30 |
| 32 | Zero Hours | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 17:00 | Stnd Day09:00 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: night | Partial Shift | Yes | 21:00 | 09:30 | 03:15 | 12:30 | 0 |  |  |  |  |
| B: Long day | Full Shift | Yes | 09:00 | 21:30 | 00:00 | 12:30 | 0 |  |  |  |  |

**New Deal / WTR Footnote**

This Full / Partial Shift rota has been checked and complies with the limits of the New Deal Contract for Training Grade Doctors.

On-going compliance relies on start and finish times being adhered to, natural breaks being achieved as per HDL 2003\_10 during the Full Shifts 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.

This rota also complies with the limits of the Working Time Regulations, including the 48 hour working week.

Riddell is included for all leave.

Daniel MacDonald

**Programme Director**

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**16th July 2015.**