Glasgow Health Board, GRI, General Surgery, StR3+ . 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 a full shift, partial shift or hybrid

- Less than 1/3 of duty hours outside 7am to 7pm Mon-Fri (.160) and less than 1 weekend in 3 (1 in 7.50)

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: STC - 65 days/annum for 15 doctors = 975 days/annum

Total leave to be covered for the group = 975 days/annum

Between 15 doctors this is 65 days/annum each (13 wks/annum each)

Number of hours in a leave week = 45 (the hours in the normal working week)

For every leave day in the pattern, 09:00 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 = ( 2934\*52 - 13 \* 2700)/(52 - 13) = 3012 = 50:12

Riddell work hours = ( 2918\*52 - 13 \* 2700)/(52 - 13) = 2990.67 = 49:51

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 50:12 | 56:52 |  |
| Average weekly hours of work | 49:51 | 56:00 |  |
| Longest duty (Full Shift) | 13:00 | 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) | 11:00 | 08:00 |  |
| Longest 'off duty' period | 83:00 | 62:00 |  |
| Next longest 'off duty' period | 83:00 | 48:00 |  |
| Maximum consecutive duty days | 7 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |
| Ave tot rest wkday (On Call) | 08:00 | 08:00 | (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 | 47:00 | 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 | Warning |  | Mon of week 15 does not have an 11 hour continuous break. The longest continuous break is 08:00. |

Availability of normal days (Based on template only)

In a 52 week period, doctors are available during normal hours on 216 days

This reduces to 156 assuming that 60 of these days will be taken as leave

This is equivalent to 3 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 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | B: Night  20:30 09:30 | B: Night  20:30 09:30 | B: Night  20:30 09:30 |
| 2 | Zero Hours | Zero Hours | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 3 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 4 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 5 | A: Long Day  08:00 21:00 | A: Long Day  08:00 21:00 | A: Long Day  08:00 21:00 | A: Long Day  08:00 21:00 | Zero Hours |  |  |
| 6 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 7 | E: Late  10:00 19:00 | E: Late  10:00 19:00 | E: Late  10:00 19:00 | E: Late  10:00 19:00 | E: Late  10:00 19:00 |  |  |
| 8 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 9 | B: Night  20:30 09:30 | B: Night  20:30 09:30 | B: Night  20:30 09:30 | B: Night  20:30 09:30 | Zero Hours |  |  |
| 10 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 11 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 12 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | A: Long Day  08:00 21:00 | A: Long Day  08:00 21:00 | A: Long Day  08:00 21:00 |
| 13 | Zero Hours | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 14 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 15 | C: On Call  08:00 08:00 | D: POC  08:00 16:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 16 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | B: Night  20:30 09:30 | B: Night  20:30 09:30 | B: Night  20:30 09:30 |
| 17 | Zero Hours | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 18 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 19 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 20 | A: Long Day  08:00 21:00 | A: Long Day  08:00 21:00 | A: Long Day  08:00 21:00 | A: Long Day  08:00 21:00 | Zero Hours |  |  |
| 21 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 22 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 23 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 24 | B: Night  20:30 09:30 | B: Night  20:30 09:30 | B: Night  20:30 09:30 | B: Night  20:30 09:30 | Zero Hours |  |  |
| 25 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 26 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 27 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | A: Long Day  08:00 21:00 | A: Long Day  08:00 21:00 | A: Long Day  08:00 21:00 |
| 28 | Zero Hours | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 29 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 30 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 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 | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 08:00 | 17:00 | 00:00 | 09:00 | 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: Long Day | Full Shift | Yes | 08:00 | 21:00 | 00:00 | 13:00 | 0 |  |  |  |  |
| B: Night | Full Shift | Yes | 20:30 | 09:30 | 00:00 | 13:00 | 0 |  |  |  |  |
| C: On Call | On Call | No | 08:00 | 08:00 | 08:00 | 24:00 | 0 |  |  |  |  |
| D: POC | Full Shift | Yes | 08:00 | 16:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| E: Late | Full Shift | Yes | 10:00 | 19:00 | 00:00 | 09:00 | 0 |  |  |  |  |