Glasgow Health Board, QEUH, Oral (and Maxillo-Facial) surgery, RS18 Head & Neck Trainee 3 (4) Feb 2016 CB, STR, Non Resident.

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 (.233) and less than 1 weekend in 3 (1 in 5.50)

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: STR - 65 days/annum for 11 doctors = 715 days/annum

Total leave to be covered for the group = 715 days/annum

Between 11 doctors this is 65 days/annum each (13 wks/annum each)

Number of hours in a leave week = 47.5 (the hours in the normal working week)

For every leave day in the pattern, 09:30 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 = ( 3008.18\*52 - 13 \* 2850)/(52 - 13) = 3060.91 = 51:01

Riddell work hours = ( 2888.54\*52 - 13 \* 2850)/(52 - 13) = 2901.39 = 48:21

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 51:01 | 57:16 |  |
| Average weekly hours of work | 48:21 | 56:00 |  |
| Longest duty (Partial) | 12:30 | 16:00 |  |
| Longest duty (Full Shift) | 13:00 | 14:00 |  |
| Shortest off duty | 11:00 | 08:00 |  |
| Longest 'off duty' period | 83:00 | 62:00 |  |
| Next longest 'off duty' period | 75:00 | 48:00 |  |
| Maximum consecutive duty days | 7 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |
| Ave tot rest wkday (Partial) | 03:08 | 03:08 | (25% of out of hours duty) |
| Ave tot rest wkend (Partial) | 03:08 | 03:08 | (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 | 46:25 | 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 | OK |  |  |

Availability of normal days (Based on template only)

In a 52 week period, doctors are available during normal hours on 145 days

This reduces to 85 assuming that 60 of these days will be taken as leave

This is equivalent to 1.63 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 | M: TRAINEE 3  08:00 17:30 | N: TRAINEE 3  08:00 17:30 | O: TRAINEE 3  08:00 17:30 | C: H&N LD  08:00 21:00 | B: Night  20:30 09:00 | B: Night  20:30 09:00 | B: Night  20:30 09:00 |
| 2 | Zero Hours | C: H&N LD  08:00 21:00 | O: TRAINEE 3  08:00 17:30 | C: H&N LD  08:00 21:00 | I: TRAINEE 2  13:00 17:30 |  |  |
| 3 | M: TRAINEE 3  08:00 17:30 | N: TRAINEE 3  08:00 17:30 | O: TRAINEE 3  08:00 17:30 | C: H&N LD  08:00 21:00 | I: TRAINEE 2  13:00 17:30 |  |  |
| 4 | M: TRAINEE 3  08:00 17:30 | N: TRAINEE 3  08:00 17:30 | O: TRAINEE 3  08:00 17:30 | C: H&N LD  08:00 21:00 | I: TRAINEE 2  13:00 17:30 |  |  |
| 5 | M: TRAINEE 3  08:00 17:30 | N: TRAINEE 3  08:00 17:30 | O: TRAINEE 3  08:00 17:30 | C: H&N LD  08:00 21:00 | I: TRAINEE 2  13:00 17:30 |  |  |
| 6 | M: TRAINEE 3  08:00 17:30 | N: TRAINEE 3  08:00 17:30 | O: TRAINEE 3  08:00 17:30 | C: H&N LD  08:00 21:00 | I: TRAINEE 2  13:00 17:30 |  |  |
| 7 | A: Long Day  08:30 21:00 | A: Long Day  08:30 21:00 | A: Long Day  08:30 21:00 | A: Long Day  08:30 21:00 | Zero Hours |  |  |
| 8 | C: H&N LD  08:00 21:00 | D: TRAINEE 1  13:30 17:00 | E: TRAINEE 1  08:00 17:30 | F: TRAINEE 1  08:00 17:00 | A: Long Day  08:30 21:00 | A: Long Day  08:30 21:00 | A: Long Day  08:30 21:00 |
| 9 | Zero Hours | D: TRAINEE 1  13:30 17:00 | E: TRAINEE 1  08:00 17:30 | F: TRAINEE 1  08:00 17:00 | G: TRAINEE 1  08:00 17:30 |  |  |
| 10 | C: H&N LD  08:00 21:00 | D: TRAINEE 1  13:30 17:00 | E: TRAINEE 1  08:00 17:30 | F: TRAINEE 1  08:00 17:00 | G: TRAINEE 1  08:00 17:30 |  |  |
| 11 | B: Night  20:30 09:00 | B: Night  20:30 09:00 | B: Night  20:30 09:00 | B: Night  20:30 09:00 | Zero Hours |  |  |

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 | 17:30 | 00:00 | 09:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 08:00 | 17:30 | 00:00 | 09:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 08:00 | 17:30 | 00:00 | 09:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 08:00 | 17:30 | 00:00 | 09:30 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 08:00 | 17:30 | 00:00 | 09:30 | 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: Long Day | Full Shift | Yes | 08:30 | 21:00 | 00:00 | 12:30 | 0 |  |  |  |  |
| B: Night | Partial Shift | No | 20:30 | 09:00 | 03:08 | 12:30 | 0 |  |  |  |  |
| C: H&N LD | Full Shift | Yes | 08:00 | 21:00 | 00:00 | 13:00 | 0 |  |  |  |  |
| D: TRAINEE 1 | Full Shift | Yes | 13:30 | 17:00 | 00:00 | 03:30 | 0 |  |  |  |  |
| E: TRAINEE 1 | Full Shift | Yes | 08:00 | 17:30 | 00:00 | 09:30 | 0 |  |  |  |  |
| F: TRAINEE 1 | Full Shift | Yes | 08:00 | 17:00 | 00:00 | 09:00 | 0 |  |  |  |  |
| G: TRAINEE 1 | Full Shift | Yes | 08:00 | 17:30 | 00:00 | 09:30 | 0 |  |  |  |  |
| H: TRAINEE 2 | Full Shift | Yes | 08:00 | 17:30 | 00:00 | 09:30 | 0 |  |  |  |  |
| I: TRAINEE 2 | Full Shift | Yes | 13:00 | 17:30 | 00:00 | 04:30 | 0 |  |  |  |  |
| J: TRAINEE 2 | Full Shift | Yes | 08:00 | 17:30 | 00:00 | 09:30 | 0 |  |  |  |  |
| K: TRAINEE 2 | Full Shift | Yes | 08:00 | 17:30 | 00:00 | 09:30 | 0 |  |  |  |  |
| M: TRAINEE 3 | Full Shift | Yes | 08:00 | 17:30 | 00:00 | 09:30 | 0 |  |  |  |  |
| N: TRAINEE 3 | Full Shift | Yes | 08:00 | 17:30 | 00:00 | 09:30 | 0 |  |  |  |  |
| O: TRAINEE 3 | Full Shift | Yes | 08:00 | 17:30 | 00:00 | 09:30 | 0 |  |  |  |  |