Glasgow Health Board, RHCG, Traumatic and Orthopaedic Surgery, WC04 Band 2B Winter Feb 2016, 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 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)

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 = 44:45 per week.

Number of hours in a leave week = 44.75 (the hours in the normal working week)

For every leave day in the pattern, 08:57 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 = ( 3550\*52 - 14 \* 2685)/(52 - 14) = 3868.68 = 64:29

Riddell work hours = ( 2840\*52 - 14 \* 2685)/(52 - 14) = 2897.11 = 48:17

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 64:29 | 72:00 |  |
| Average weekly hours of work | 48:17 | 56:00 |  |
| Longest weekend on call duty | 49:45 | 56:00 |  |
| Longest weekday on call duty | 27:45 | 32:00 |  |
| Short off duty (after on call) | 20:15 | 12:00 |  |
| Short off duty (after others) | 14:15 | 08:00 |  |
| Longest 'off duty' period | 68:15 | 62:00 |  |
| Next longest 'off duty' period | 63:15 | 48:00 |  |
| Maximum consecutive duty days | 7 | 13 |  |
| 62+48 hr. breaks every 21 days | OK |  |  |
| Ave total rest (weekdays) | 09:00 | 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 | 45:44 | 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 09:00. A total of 4 days have inadequate continuous rest. Compensatory rest will be required. Fri of week 4 did not pass 11hr rule but had adequate compensatory rest. |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | A: W/D Oncall  08:15 08:15 | C: Post Oncall  08:15 12:00 | Stnd Day  08:15 17:00 | Stnd Day  08:15 17:00 | Zero Hours | B: W/E Oncall  08:15 08:15 | B: W/E Oncall  08:15 08:15 |
| 2 | D: POC Wkd  08:15 10:00 | Stnd Day  08:15 18:00 | Stnd Day  08:15 17:00 | A: W/D Oncall  08:15 08:15 | C: Post Oncall  08:15 12:00 |  |  |
| 3 | Stnd Day  08:15 17:00 | Stnd Day  08:15 18:00 | A: W/D Oncall  08:15 08:15 | C: Post Oncall  08:15 12:00 | Stnd Day  08:15 17:00 |  |  |
| 4 | Stnd Day  08:15 17:00 | Stnd Day  08:15 18:00 | Stnd Day  08:15 17:00 | Stnd Day  08:15 17:00 | A: W/D Oncall  08:15 08:15 |  |  |
| 5 | Stnd Day  08:15 17:00 | A: W/D Oncall  08:15 08:15 | C: Post Oncall  08:15 12:00 | Stnd Day  08:15 17:00 | Stnd Day  08:15 17:00 |  |  |
| 6 | Stnd Day  08:15 17:00 | Stnd Day  08:15 18:00 | Stnd Day  08:15 17:00 | Stnd Day  08:15 17:00 | Stnd Day  08:15 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 | 08:15 | 17:00 | 00:00 | 08:45 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 08:15 | 18:00 | 00:00 | 09:45 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 08:15 | 17:00 | 00:00 | 08:45 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 08:15 | 17:00 | 00:00 | 08:45 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 08:15 | 17:00 | 00:00 | 08:45 | 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: W/D Oncall | On Call | No | 08:15 | 08:15 | 09:00 | 24:00 | 0 |  |  |  |  |
| B: W/E Oncall | On Call | No | 08:15 | 08:15 | 13:00 | 24:00 | 0 |  |  |  |  |
| C: Post Oncall | On Call | Yes | 08:15 | 12:00 | 00:00 | 03:45 | 0 |  |  |  |  |
| D: POC Wkd | On Call | Yes | 08:15 | 10:00 | 00:00 | 01:45 | 0 |  |  |  |  |

**New Deal / WTR Footnote**

This Non Resident On Call rota has been checked and complies with the limits of the New Deal Contract for Training Grade Doctors, and the limits of the Working Time Regulations, including the 48 hour working week.

On-going compliance relies on start and finish times being adhered to, rest and breaks being achieved on at least 75% of occasions, and all other New Deal limits being met.

For New Deal during the On Call shifts, 50% of the out of hours time is required as rest, with five hours of this being continuous between 10pm and 8am. For WTR an 11 hour rest period is required in each 24 hour period.

Riddell is included for all leave.

Daniel MacDonald

**Programme Director**

**Tel: 07818012167**

**Email:** [**daniel.macdonald@scotland.gsi.gov.uk**](mailto:daniel.macdonald@scotland.gsi.gov.uk)

**12th January 2016.**