Glasgow Health Board, PRMH, Neonatal medicine, WC16 2016 Pattern, STR, Resident. No monitoring.

Band 1A (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

- 1 weekend in 4 or more frequent (1 in 2.67)

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 - 68 days/annum for 8 doctors = 544 days/annum

Total leave to be covered for the group = 544 days/annum

Between 8 doctors this is 68 days/annum each (13.6 wks/annum each)

The normal working week = 35:00 per week.

Number of hours in a leave week = 35 (the hours in the normal working week)

For every leave day in the pattern, 07:00 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 = ( 2568.75\*52 - 13.6 \* 2100)/(52 - 13.6) = 2734.77 = 45:35

Riddell work hours = ( 2568.75\*52 - 13.6 \* 2100)/(52 - 13.6) = 2734.77 = 45:35

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 45:35 | 56:00 |  |
| Average weekly hours of work | 45:35 | 56:00 |  |
| Longest duty period | 13:00 | 14:00 |  |
| Shortest off duty | 11:00 | 08:00 |  |
| Longest 'off duty' period | 71:30 | 62:00 |  |
| Next longest 'off duty' period | 65:00 | 48:00 |  |
| Maximum consecutive duty days | 7 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 42:09 | 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 | OK |  |  |

Availability of normal days (Based on template only)

In a 52 week period, doctors are available during normal hours on 146 days

This reduces to 86 assuming that 60 of these days will be taken as leave

This is equivalent to 1.65 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 | F: Float/AL/SL  09:00 16:00 | F: Float/AL/SL  09:00 16:00 | F: Float/AL/SL  09:00 16:00 | F: Float/AL/SL  09:00 16:00 | F: Float/AL/SL  09:00 16:00 |  |  |
| 2 | I: ICU  09:00 21:30 | I: ICU  09:00 21:30 | I: ICU  09:00 21:30 | Zero Hours | B: Night  21:00 09:30 | B: Night  21:00 09:30 | B: Night  21:00 09:30 |
| 3 | Zero Hours | Zero Hours | D: PNW  09:00 16:00 | D: PNW  09:00 16:00 | D: PNW  09:00 16:00 |  |  |
| 4 | A: ICU/PNW  09:00 21:30 | Zero Hours | Zero Hours | I: ICU  09:00 21:30 | I: ICU  09:00 21:30 | I: ICU  09:00 21:30 | A: ICU/PNW  09:00 21:30 |
| 5 | Zero Hours | B: Night  21:00 09:30 | G: Wed Night  21:00 10:00 | B: Night  21:00 09:30 | Zero Hours |  |  |
| 6 | E: SCN  09:00 17:00 | E: SCN  09:00 17:00 | E: SCN  09:00 17:00 | E: SCN  09:00 17:00 | E: SCN  09:00 17:00 |  |  |
| 7 | M: PNW 1  08:00 15:00 | H: PNW AM  08:00 12:00 | H: PNW AM  08:00 12:00 | H: PNW AM  08:00 12:00 | H: PNW AM  08:00 12:00 | M: PNW 1  08:00 15:00 | M: PNW 1  08:00 15:00 |
| 8 | Zero Hours | D: PNW  09:00 16:00 | C: ICU Late  12:00 20:00 | K: Abx/case  08:00 20:00 | J: Audit  09:00 16:00 |  |  |

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 | 16:00 | 00:00 | 07:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 09:00 | 16:00 | 00:00 | 07:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 09:00 | 16:00 | 00:00 | 07:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 09:00 | 16:00 | 00:00 | 07:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 09:00 | 16:00 | 00:00 | 07:00 | 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: ICU/PNW | Full Shift | Yes | 09:00 | 21:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| B: Night | Full Shift | Yes | 21:00 | 09:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| C: ICU Late | Full Shift | Yes | 12:00 | 20:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| D: PNW | Full Shift | Yes | 09:00 | 16:00 | 00:00 | 07:00 | 0 |  |  |  |  |
| E: SCN | Full Shift | Yes | 09:00 | 17:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| F: Float/AL/SL | Full Shift | Yes | 09:00 | 16:00 | 00:00 | 07:00 | 0 |  |  |  |  |
| G: Wed Night | Full Shift | Yes | 21:00 | 10:00 | 00:00 | 13:00 | 0 |  |  |  |  |
| H: PNW AM | Full Shift | Yes | 08:00 | 12:00 | 00:00 | 04:00 | 0 |  |  |  |  |
| I: ICU | Full Shift | Yes | 09:00 | 21:30 | 00:00 | 12:30 | 0 |  |  |  |  |
| J: Audit | Full Shift | Yes | 09:00 | 16:00 | 00:00 | 07:00 | 0 |  |  |  |  |
| K: Abx/case | Full Shift | Yes | 08:00 | 20:00 | 00:00 | 12:00 | 0 |  |  |  |  |
| M: PNW 1 | Full Shift | Yes | 08:00 | 15:00 | 00:00 | 07:00 | 0 |  |  |  |  |