

Board of Directors (in Public)

Item 2.5*

Subject: Guardian of Safe Working
Date of Meeting: Tuesday 26th January 2021
Prepared by: Fiona Ross, HR Business Partner
Presented by: Dr Raphael Perry, Medical Director
Purpose of Report: To Note

BAF Ref	Impact on BAF
DP1	Trust compliant with exception reporting. No change to risk rating. Potential financial risk and risk of losing junior posts if not compliant

1. Executive Summary

This is the 20/21 Q3 report on safe working hours following introduction of the 2016 contract for junior doctors.

At present LHCH has fifty-five trainees on the new contract currently on rotation at the Trust. All rotas are compliant with the rules within the 2016 Contract.

2. Background

The purpose of this report is to review the working hours of Doctors in training including exception reports, breaches of working hours, fines incurred and how these fines were levied.

Number of doctors / dentists in training (total):	55
Number of doctors / dentists in training on 2016 TCS (total):	55
Amount of time available in job plan for guardian to do the role: (to be reviewed)	0 PAs
Admin support provided to the guardian (if any):	To be reviewed
Amount of job-planned time for educational supervisors:	0.25 PAs per trainee

3. Junior Doctor Contract 2016

a) Exception reports (with regard to working hours)

There have been no exception reports in Q3. Only one exception has been received since August 2016.

b) Issues arising

- Whilst nearly all rotas are fully established COVID has created issues with short term absence, however this has not required the use of agency medics and no agency staff have been used to support medical rotas since March 2020.
- As reported in the last report it became apparent in October 2020 that Anaesthesia registrar doctors were working outside of the rota/work schedule and this working pattern breached the 2016 TCS Rota Rules which could have incurred fines. Once this was identified Consultant Medical staff worked with HR to amend the rota accordingly and allocate zero days into the working pattern to reduce the average hours over the rota cycle in order to prevent the breach.
- Cardiology junior medical staff reported concerns about training opportunities and working hours to FTSU champion and as a result a meeting took place including trainees, FTSU Guardian, Director of Medical Education and HR. Actions to resolve these issues have been agreed at a subsequent meeting with Divisional Leads and will be shared as part of the FTSU process
- At this meeting it became apparent that whilst trainees had been provided with information about exception reporting, they had not received log in details to do so resulting in no exception reports being submitted. Please note, no exception reports have been submitted since the December meeting.

c) Actions taken to Resolve Issues

- Trainees received log in details immediately after the FTSU meeting
- All rotas within the trust are being reviewed and monitored for compliance with the 2016 rota rules.
- More detailed Exception Reporting guidance has been updated for both trainees and educational supervisors; this will be shared with all relevant personnel and further detailed at Junior Doctor Induction.

4. Junior Doctor Forum

The last forum was held on 3rd December 2020 and was chaired by Dr John Holemans in his capacity as Guardian of Safe Working. It was well attended with good representation cross-divisionally. The next meeting will be arranged for March 2021.

5. Comments from Guardian of Safe Working

It's disappointing that some trainees were not issued Allocate login details at induction. This may have been due to disruption caused by migration to virtual induction due to Covid-19. It's pleasing to note that the Trust FTSU system brought this to light. It's important that this omission isn't repeated.

6. Recommendation

The Board of Directors is asked to note this report and the low incidence of exception reporting.