

Board of Directors (in Public)

Item 2.5*

Subject: Guardian of Safeworking Q1 Report 2021/22
Date of Meeting: Tuesday 27th July 2021
Prepared by: Laura Brittles, HR Business Partner
Presented by: Dr Raphael Perry, Medical Director
Purpose of Report: To Note

BAF Reference	Impact on BAF
BAF 6	Assurance regarding the recruitment and retention of junior doctors/trainees

Level of assurance (please tick one) To be used when the content of the report provides evidence of assurance					
✓	Acceptable assurance Controls are suitably designed, with evidence of them being consistently applied and effective in practice	<input type="checkbox"/>	Partial assurance Controls are still maturing – evidence shows that further action is required to improve their effectiveness	<input type="checkbox"/>	Low assurance Evidence indicates poor effectiveness of controls

1. Executive Summary

This is the 21/22 Q1 report on safe working hours following introduction of the 2016 contract for junior doctors.

At present LHCH has 42 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):	42
Number of doctors / dentists in training on 2016 TCS (total):	42
Amount of time available in job plan for guardian to do the role: (annual review)	0 PAs (under
Admin support provided to the guardian (if any):	To be reviewed
Amount of job-planned time for educational supervisors: trainee	0.25 PAs per

3. Update

a) Exception reports (with regard to working hours)

There have been no exception reports in Q1. Only one exception has been received since August 2016.

b) Issues arising

- Current gaps in Tier one rota for both Surgery and Cardiology are causing problems with on call cover.
- Problems with February rotation caused by inaccurate information in relation to medic placements from HEE and Lead employer plus last-minute withdrawal of WAST doctor creating 3 gaps on cardiology tier one rota (11 slot rota)
- Tier Ones swapping shifts with themselves causing further gaps and problems for June/July.
- Trainees traveling to amber and red list countries.

c) Actions taken to resolve issues

- Cardiology engaged an agency medic to support the rota until new recruits commence in post (both Trust Doctors have now started in post.)
- Surgery is also sourcing agency medics to support the rota until new recruits can start in post (anticipated August 2021)
- ANP's continue to support daytime and evening shifts, with some assistance for weekend daytime shifts.
- All gaps are reported to divisions 3 weeks in advance of vacant shifts to identify personnel to cover.
- DiT Collaborative Bank has gone live to seek previous medics who are able to provide short term cover for vacant shifts.
- All Tier Ones have now been stopped from swapping shifts within their own slots unless urgent cover is required.
- Trainees traveling to amber and red list countries have been informed by Lead Employer that they are not permitted to travel (specifically to red list). Trainees have been informed that if they must travel then they must use annual leave or unpaid leave to cover the isolation period once they return and that it is their responsibility to cover any on calls that they might have during this time.

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. Further meetings to be scheduled in the coming months.

5. Recommendations

The Board of Directors are asked to note the report.