

## Board of Directors (in Public)

### Item 2.4

**Subject:** Guardian of Safe Working Quarter 3 Exception Report  
**Date of Meeting:** 8<sup>th</sup> January 2019  
**Prepared by:** Fiona Ross, HRBP; Dr John Holemans, GOSW  
**Presented by:** Dr Raphael Perry, Medical Director  
**Purpose of Report:** To Note

BAF Ref	Impact on BAF
4.1	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 2018/19 Q3 report on safe working hours following introduction of the 2016 contract for junior doctors.

At present LHCH have twenty one trainees on the new contract currently on rotation at the Trust. All rotas are compliant with both the rules around the 2002 Junior Doctor Contract and also 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):	41
Number of doctors / dentists in training on 2016 TCS (total):	21
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 submitted by any of the trainees on the new 2016 TCS since commencement of placement in August 2017.

LHCH will continue to host doctors on the old 2002 contract for some time and therefore data from monitoring exercises will continue to be reviewed to ensure that assurance can be given for all doctors in training, not only those on the new TCS.

## **b) Issues arising**

There have been a number of resignations/gaps in deanery trainees for tier one doctors which has left vacancies in the following three rotas:

First On Call	2 Gaps (1:17) – includes one long term agency locum
Cardiology	0 Gap (1:15)
Surgery Junior	1 Gap (1:8)
Surgery Senior	1 Gap (1:9) - 1 Filled by agency
Anaesthesia	0 Gaps (1:10)

Medical staffing are working with divisional medical staff with regards to surgery rota which remains a priority due to gaps.

Recruitment has been undertaken to attempt to fill the gaps on the tier one rota as well as surgery registrar rotas. There are plans to alter the advertising of such roles in an attempt to catch more experienced and suitable applicants.

## **c) Actions Taken to Resolve Issues**

Recruitment continue to advertise posts, a working group has been arranged to explore any alternative options in order to resolve these issues.

Gaps in rotas are currently being filled using agency doctors to ensure no patient safety concerns arise and also that trainees on the 2016 TCS are not breaching any of the rules that incur automatic fines.

## **4. Junior Doctor Forum**

LHCH continues to hold quarterly a Junior Doctor forum which is a contractual requirement under the 2016 TCS. The most recent forum was held on 6<sup>th</sup> December 2018 and was be chaired by Dr John Holemans in his capacity as Guardian of Safe Working. An improvement had been noted in attendance at the forum with an increase in the number of trainees attending. There was a good presentation from The Freedom to Speak up Guardian lead Helen Turner and her deputy Dr Ratnasingham No concerns have been raised regarding working hours or educational opportunities but some helpful feedback was provided which led to some actions being taken away to improve conditions for juniors.

## **5. Comments from Guardian of Safe Working**

There have been no exception reports, but the Trust still has very few trainees on the new contract. The continuing rota gaps are a cause for concern. I attended a National Guardian of Safe working conference at NHS employers in Leeds on 17<sup>th</sup> September. Allocate are working on a new software release to improve exception reporting process. Networking, I discovered many Trusts are increasing attendance at Junior Doctor Forums by providing hot drinks and breakfast buns. I hope that LHCH would be able to support this going forward.