

Board of Directors (in Public)

Item 2.4

Subject: Guardian of Safeworking Report
Date of Meeting: 30th April 2019
Prepared by: Fiona Ross, HR Business Partner
Presented by: Dr Raphael Perry, Medical Director
Purpose: 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 18/19 Q4 report on safe working hours following introduction of the 2016 contract for junior doctors.

At present LHCH has twenty five 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):	48
Number of doctors / dentists in training on 2016 TCS (total):	25
Amount of time available in job plan for guardian to do the role: reviewed)	0 PAs (to be reviewed)
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 gaps on majority of junior doctor rotas for quarter 4; however these have improved significantly since the beginning of the 18/19 year:

First On Call	1 Gap (1:17) – includes one long term locum
Cardiology	1 Gap (1:15) – Due to long term sickness
Surgery Junior	2 Gap (1:8) – 2 gaps Jan-end Feb, 1 gap March
Surgery Senior	1 Gap (1:9) - 1 gap due to Maternity leave
Anaesthesia	0 Gaps (1:9) – reduced rota in February due to rotation numbers

Recruitment has been undertaken to fill the gaps on the tier one rota as well as surgery registrar rota's. Improved trainee numbers and recruitment as a result of the UKVI Certificate of Sponsorship cap being lifted have improved rota gaps which were significant in 2018.

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.

Director of Medical Education monitors junior and Trust Doctor rotas to ensure service provision is safe, reducing and increasing First On Call rota accordingly.

4. Junior Doctor Forum

LHCH continues to hold quarterly Junior Doctor forum which is a contractual requirement under the 2016 TCS. The most recent forum was held on 7th March 2019 and was chaired by Dr John Holemans in his capacity as Guardian of Safeworking. Unfortunately due to planned training, the forum was not well represented. Dr Holemans, Dr Greenwood and Medical HR continue to review the forum to ensure the time to attend is valuable for trainees. 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 being monitored regularly with steps being taken to resolve any concerns.

6. Recommendation

The Board of Directors is asked to note the contents of the report and continued good progress with monitoring safe working hours.