

## Board of Directors (in Public)

### Item 2.7

**Subject:** Guardian of Safe Working  
**Date of Meeting:** 30<sup>th</sup> January 2018  
**Prepared by:** Fiona Ross/Assistant HR Business Partner  
**Presented by:** Raph Perry/Medical Director

BAF Ref	Impact on BAF
4.1	8

#### 1. Executive Summary

This is the 17/18 Q3 report on safe working hours following introduction of the new 2016 contract for junior doctors.

At present LHCH has nine 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):	37
Number of doctors / dentists in training on 2016 TCS (total):	9
Amount of time available in job plan for guardian to do the role:	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 one 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 surgery which will leave vacancies in the following three rotas:

First On Call	1 Gap (1:17) – under review to reduce to 1:15 in Feb 18
Cardiology	1 Gap (1:15)
Surgery Junior	0 Gaps (1:8)
Surgery Senior	0 Gap (1:9) will be 1 gap in Feb 18
Anaesthesia	0 Gaps (1:9) will be 1 gap in Feb 18

There have been delays in issuing rotas and work schedules to Trainees, this has mainly been due to late notification from Lead Employer who continue to have issues with receiving details of rotations from HEE, this has been escalated.

Medical staffing are working with divisional medical staff with regards to February 18 rota to confirm whether the rota should reduce to a 1:15. Medical Staffing will then ensure the rota is compliant with both 2002 and 2016 Contract rules.

## **c) Actions taken to resolve issues**

Recruitment are currently working with the Clinical Leads to ensure vacancies are filled as soon as possible but the majority of Trust Doctors that have been offered a post at the Trust are international Doctors and therefore need to undertake the UKVI Certificate of Sponsor process which can prevent speedy recruitment process. Unfilled posts have been re-advertised for any further candidates.

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 Junior Doctor forum's which is a contractual requirement under the 2016 TCS. This was chaired by Dr Holemans and Dr Greenwood. Tony Bennett, Divisional Head of Operations was also in attendance to provide trainees with access to Senior Management representative which was a recommendation of Health Education England in order to enhance junior doctors' working lives.

All trainee doctors and Trust grade/clinical fellow doctors were invited with a good attendance. Trainees were advised about the role of the Guardian of Safeworking, provided with relevant updates and given an opportunity to discuss any rota issues. All feedback received was positive from a trainee perspective and doctors were invited to approach Dr Holemans individually if they wanted to raise any potential issues that they didn't wish to discuss in group format.

## **5. Summary**

Guidance notes have been sent to all clinical/educational supervisors in order to manage the exception report process and this will be reviewed accordingly to ensure the process is managed effectively. Medical HR are monitoring the process to ensure compliance when an

exception report is received. This will remain ongoing.

## **6. Recommendations**

The Board of Directors is asked to note the contents of the report and that the trust is compliant with the process.