

Board of Directors (in Public)

Item 2.3

Subject: Guardian of Safeworking (GOSW) Quarterly Exception Report
Date of Meeting: 1st May 2018
Prepared by: John Holemans, GOSW; Fiona Ross, Assistant HR Business Partner
Presented by: Dr Raphael Perry, Medical Director
Purpose of Report For Note

BAF Ref	Impact on BAF
1.1, 1.2	No impact

1. Executive Summary

- This is the 2017/18 Q4 report on safe working hours following introduction of the new 2016 contract for junior doctors.
- At present LHCH has ten 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):	36
Number of doctors / dentists in training on 2016 Terms & Conditions of Service (TCS) (total):	10
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 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	3 Gaps (1:17) Reduced to 1:15 on 04/03/18 (there are also two agency doctors covering long term gaps on this rota)
Cardiology	0 Gap (1:15)
Surgery Junior	0 Gap (1:8)
Surgery Senior	1 Gap (1:9)
Anaesthesia	0 Gaps (1:9)

The medical staffing team is working with divisional medical staff with regards to the First on Call rota which remains a priority due to gaps, this rota has reduced from 1:20. James Greenwood is overseeing this rota in order to ensure patient safety, training requirements and also that the rota is compliant with both 2002 and 2016 Contract rules.

Recruitment has been undertaken to attempt to fill the gaps on the Tier One rota but the majority of applicants have been non-EU candidates, there is a national issue with Certificates of Sponsorship (CoS) being approved by United Kingdom Visa & Immigration which has resulted in all CoS applications being denied.

c) Actions taken to resolve issues

The recruitment team continues to advertise posts, a working group has been established 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 Junior Doctor forums (JDF) which is a contractual requirement under the 2016 TCS. The next meeting is planned for 26th April 2018 and will be chaired by Dr James Greenwood in his capacity as Director of Medical Education. Recent attendance of the Junior Doctor representative at Local Negotiating Committee fed back that JDF is well attended by juniors and also productive.

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.