

Board of Directors (in Public)

Item 3.5

Subject: Guardian of Safe Working
Date of Meeting: 3rd July 2018
Prepared by: Fiona Ross, Assistant HR Business Partner; Dr J 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 BAF risk rating.

1. Executive Summary

This is the 18/19 Q1 report on safe working hours following introduction of the new 2016 contract for junior doctors.

At present LHCH has 9 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: (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 the contract in 2016.

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 rotas:

First On Call	0 Gaps (1:15) – (there are 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)

Medical staffing are working with divisional medical staff with regards to 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.

Attempts have been made to recruit Trust Doctors in order to fill gaps on the tier one rota but the majority of applicants have been non-EU overseas doctors who had visas rejected due to limits set by UKVI. The restriction on the amount of overseas doctors authorized to have visa approved has been lifted which will enable future recruitment more successful.

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 Junior Doctor forums which are a contractual requirement under the 2016 TCS. The next meeting is planned for 6th September 2018 and will be chaired by Dr John Holemans, Guardian of Safe Working. Recent attendance of the Junior Doctor representative at LNC fed back that Junior Doctors Forum is well attended by juniors and also productive.

5. Comments from Guardian of Safe Working

No exception reports have been received, but at present LHCH still only has a minority of trainees on the new contract. An important issue was highlighted at the March regional GSW forum. When changing posts it is possible for contract rules to be breached for example a trainee finishing a series or nights could be rostered for more nights. To avoid this it is imperative that rotas are available well before a new post commences and ideally Trusts should communicate to next rotation when a trainee is coming off a work pattern that will require a rest period when they start their new post. Trainees also have a responsibility here but need to know their next work pattern early so they can contact the next rota coordinator in plenty of time for any adjustment.

6. Recommendation

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