

Board of Directors (in Public)

Item 2.4

Subject: Guardian of Safe Working Report
Date of Meeting: 6th November 2018
Prepared by: Dr J Holemans, GOSW; Fiona Ross, HR Business Partner
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 18/19 Q2 report on safe working hours following introduction of the 2016 contract for junior doctors.
- At present LHCH has eleven 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 TCS (total):	11
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) – includes two long term locums
Cardiology	0 Gap (1:15)
Surgery Junior	1 Gap (1:8)
Surgery Senior	2 Gap (1:9) - 1 Filled by Agency, 1 due to long term sickness
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 plan 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 Junior Doctor forum's which is a contractual requirement under the 2016 TCS. The next meeting is planned for 6th December 2018 and will be chaired by Dr John Holemans in his capacity as Guardian of Safe Working. At previous meeting, no concerns have been raised regarding working hours or educational opportunities.

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.

6. Recommendation

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