

Board of Directors (in Public)

Item 2.4

Subject: Guardian of Safe Working (GoSW)– Exception Report
Date of meeting: 25th April 2017
Prepared by: Dr Raphael Perry, Medical Director
Presented by: Dr Raphael Perry, Medical Director

BAF Ref	Impact on BAF
4.1	1,2

1. Executive Summary

This is the second Quarterly report on safe working hours following introduction of the new 2016 contract for junior doctors.

At present LHCH has one trainee on the new contract currently on rotation at the Trust. HR and the various specialty rota co-coordinators have been working together to model the rotas post February to ensure they will be compliant with the new Terms and Conditions (T&Cs); one rota has a date of implementation and one rota is planned to be implemented by June 2017.

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):	23
Number of doctors / dentists in training on 2016 TCS (total):	1
Amount of time available in job plan for guardian to do the role:	currently 0 PAs
HR Admin support provided to the guardian (if any):	as needed
Amount of job-planned time for educational supervisors:	0.25 PAs per trainee

a) Exception Reports (with regard to working hours)

There have been no exception reports submitted by the one trainee on the new 2016 T&Cs since commencement of placement in February 2017.

It is likely that the Trust will host trainee 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 T&Cs.

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
Surgery Junior:	1
Surgery Senior:	6

c) Actions taken to resolve issues

The recruitment team is 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 UK Visas and Immigration Certificate of Sponsor process which can hamper a speedy recruitment process. Unfilled posts have been re-advertised for any further candidates.

3. Summary

All rotas have been redesigned to be compliant with the 2016 rules, dates of commencement of these rotas have been set with the exception of the Surgery Senior Rota which is planned to be implemented in June 2017. All proposed rotas have been approved by The Junior Doctors Action Team (JDAT) including gaining further advice on rotas that are close to breaching and how the rotas could be designed more appropriately to protect the position of the organisation. HR have communicated with senior medical staff to ensure they are aware of the new contract and potential implications, this will remain ongoing.

4. Feedback from Second Guardian of Safe Working National Conference

The GoSW attended this event in March. There were senior representatives from NHS employers, GMC, HEE, CQC and BMA. All are clearly very keen to make exception reporting and rota redesign work due to the current very low morale amongst juniors. The GMC will be actively monitoring GOSW quarterly and annual reports and will add specific questions to the junior doctors survey about exception reporting. HEE expect Trusts to ensure all rotas are compliant; the implication being that Trusts who recurrently fail to do so may lose their trainees. The CQC will be looking at how Trust Boards react to exception reports and support development of working practices to allow juniors to maximise training opportunities within their contracted hours.

5. Recommendation

The Board is asked to note the report.