

Board of Directors (in Public)

Item 6.7

Subject: Guardian of Safe Working (GoSW)– Exception Report
Date of meeting: 25TH July 2017
Prepared by: Dr Raphael Perry, Medical Director
Presented by: Dr Nigel Scawn, Associate Medical Director

BAF Ref	Impact on BAF
4.1	8

1 Executive Summary

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

At present therefore 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 TCS. All rotas have been reviewed and amended to ensure they are compliant with the 2016 TCS rota rules however upon transition to the new Allocate system it has become evident that one rota does require immediate attention.

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):	43
Number of doctors / dentists in training on 2016 TCS (total):	1
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

a) Exception reports (with regard to working hours)

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

The Trust will host 6 trainees on the new contract from 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: 5 (1:16 rota)
Cardiology 3 (1:18 rota)
Surgery Junior: 1 (1:9 rota)
Surgery Senior: 4 (1:9 rota)
AnaesthesiaL 1 (1:9 rota)

Upon transferring rota detail from DRS to Allocate, a discrepancy has arisen in the Cardiology rota which breaches the 2016 rules that no doctor should work more than 8 days consecutively, this being due to the beginning of the week having day shifts leading to night shifts towards the end of the week, the final night shift overlapping two days.

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.

HR medical staffing are working with Cardiology colleagues to resolve the rota issue prior to August rotation. Some rota's have been reduced to account for gaps in rotation placements.

Summary

All rotas have been redesigned to be compliant with the 2016 rules, all proposed rotas have been approved by Junior Doctor Advisory Team 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.

Training is due to be offered to clinical/educational supervisors in order to manage the exception report process and this will be reviewed accordingly to ensure the process is managed effectively.

4. Comments from Guardian of Safe Working

No exception reports have been received, but at present LHCH only has one trainee on the new contract. From August the number on the new contract will increase. I plan to attend the Cardiology audit day in Sept/October to brief cardiologists on the exception reporting system. Feedback from trusts with many juniors on the new contract is that the exception reporting system software is very crude and clunky and that delivering the time scale for meetings with juniors can be problematical. Myself and DME, Dr Greenwood are also planning a post new contract Junior Doctors Forum meeting in September.