

Board of Directors (in Public)

Item 2.8

Subject: Guardian of Safe Working Report
Date of meeting: 31st October 2017
Prepared by: Fiona Ross/HR Business Partner
Presented by: Dr Raphael Perry, Medical Director

| BAF Reference | Impact on BAF |
|---------------|---------------|
| 4.1 | None |

1. Executive Summary

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

At present LHCH has eight 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): | 39 |
| Number of doctors / dentists in training on 2016 TCS (total): | 8 |
| 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 any of the one 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 surgery which will leave vacancies in the following three rotas:

| | |
|----------------|---------------|
| First On Call | 4 Gaps (1:17) |
| Cardiology | 2 Gaps (1:15) |
| Surgery Junior | 2 Gaps (1:8) |
| Surgery Senior | 1 Gap (1:9) |
| Anaesthesia | 0 Gaps (1:9) |

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.

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.

3. Junior Doctor Forum

LHCH held its first official Junior Doctor Forum which is a quarterly requirement under the 2016 TCS. This was chaired by Dr Holemans and Dr Greenwood. All trainee doctors and Trust grade/clinical fellow doctors were invited with a good attendance. The terms of reference of the forum were discussed and agreed. Trainees were advised about the role of the Guardian of Safe Working and give an opportunity to discuss any rota issues. All feedback received was positive from a trainee perspective and doctors were invited to approach Dr Holemans individually if they wanted to raise any potential issues that they didn't wish to discuss in group format.

4. Summary

Guidance notes have been sent to all clinical/educational supervisors in order to manage the exception report process and this will be reviewed accordingly to ensure the process is managed effectively. Medical HR are monitoring the process to ensure compliance when an exception report is received. This will remain ongoing.

Comments from Guardian of Safe Working:

I made a presentation to the cardiology grand meeting in September on the role of the guardian and exception reporting. The inaugural JDF outlined above seemed a success and the minutes will be recorded for the record.