

Board of Directors (in Public)

Item 2.1

Subject: Guardian of Safe Working Q1 Report 24/25
Date of Meeting: 30th July 2024
Prepared by: Lauren Murphy – Senior HR Advisor
Presented by: Mr Manoj Kuduvalli – Medical Director
Purpose of Report: To Note

| BAF Reference | Impact on BAF |
|---------------|--|
| BAF 1 | Trust compliant with exception reporting. No change to risk rating. Potential financial risk and risk of losing junior posts if not compliant |

| Level of assurance (please tick one) | | | | | |
|--|---|--------------------------|---|--------------------------|---|
| To be used when the content of the report provides evidence of assurance | | | | | |
| <input checked="" type="checkbox"/> | Acceptable assurance Controls are suitably designed, with evidence of them being consistently applied and effective in practice | <input type="checkbox"/> | Partial assurance Controls are still maturing – evidence shows that further action is required to improve their effectiveness | <input type="checkbox"/> | Low assurance Evidence indicates poor effectiveness of controls |

1. Executive Summary

This is the 2024/2025 Q1 report on safe working hours following introduction of the 2016 contract for Junior Doctors.

At present LHCH has 50 trainees on the new contract currently on rotation at the Trust. All rotas are compliant with the rules within the 2016 Contract.

The Board of Directors is asked to note the safe working hours compliance.

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): | 50 |
| Number of Doctors / Dentists in training on 2016 TCS (total): | 50 |
| Amount of time available in job plan for guardian to do the role: | 0.25 PAs |
| Admin support provided to the guardian (if any): | To be reviewed |
| Amount of job-planned time for Educational Supervisors: trainee | 0.25 PAs per |

3. Main Body of Report

a) Exception Reports (regarding working hours)

- There have been no exception reports in Q1. Only one exception has been received since August 2016.

b) Issues Arising

- Current gaps in the Tier One rota for both Surgery and Cardiology are causing problems with on call cover due to sickness, vacancy gaps and LTFT trainees (Less Than Full Time).
- Issues with recruiting trust Doctors outside of the UK due to visa delays.
- Current gaps in the Tier One rota due to less GP trainees rotating.

c) Actions Taken

- Weekly reminders are sent every Monday morning to key stakeholders, including ICU, Anaesthetics, Cardiology, of any gaps in the rota for the upcoming 3 weeks to allow time to cover.
- When gaps arise, an email and a message is sent to all Doctors to ask for support, either as a swap or paid time. Loop is also being utilised to contact Doctors.
- Recruiting Trust Drs to bridge gaps and to ensure all shifts are covered.
- Potentially recruiting more Trust Drs to help bridge the gap in the rota.

4. Junior Doctor Forum

Due to the lack of attendees at the Junior Doctor Forum, the DME is working with GSW champion to find alternative methods. However, no exception reports received.

- **Industrial action:** As IA has started again, all junior doctors who are taking part in industrial action not rostered to work (during period of industrial action) or rostered for after hours work should not be pressurised to come in to cover. They are entitled to full pay. Junior doctors at work at the start of industrial action must not leave until safe hand over is completed. They are entitled to exception report for any additional time required to complete safe hand over. No junior doctor should be left covering an unsafe number of patients. The Trust must ensure that staff levels during industrial action are safe which may mean curtailing activity and/or the onsite presence of seniors to support any junior not taking part in industrial action.

5. GSW Comments

No exception reports received.

6. Recommendations

The Board of Directors are asked to note the report.