

## Board of Directors (in Public)

### Item 2.3

**Subject:** Guardian of Safe Working Q2 Report 24/25  
**Date of Meeting:** 26<sup>th</sup> November 2024  
**Prepared by:** Lauren Murphy – HR Manager  
**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"/>	<b>Acceptable assurance</b> Controls are suitably designed, with evidence of them being consistently applied and effective in practice	<input type="checkbox"/>	<b>Partial assurance</b> Controls are still maturing – evidence shows that further action is required to improve their effectiveness	<input type="checkbox"/>	<b>Low assurance</b> Evidence indicates poor effectiveness of controls

#### 1. Executive Summary

This is the 2024/2025 Q2 report on safe working hours following introduction of the 2016 contract for Junior Doctors.

At present LHCH has 47 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):	47
Number of Doctors / Dentists in training on 2016 TCS (total):	47
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 Q2. 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).
- Current gaps in the Tier One rota due to less GP trainees rotating.
- Less Drs rotating causing gaps in the ICU rota.

#### **c) Actions Taken**

- 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.
- Act Down policy is in place to ensure adequate cover at all levels.

### **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.

### **5. GSW Comments**

No exception reports received.

### **6. Recommendations**

The Board of Directors are asked to note the report.