

Northumberland, Tyne and Wear NHS Foundation Trust

Board of Directors Meeting

Meeting Date: 25 January 2017

Title and Author of Paper: Quarterly Report on Safe Working Hours (Oct-Dec 2016) :
Dr Andrea Tocca (Guardian) & Dr Bruce Owen (Director of Medical Education)

Paper for Debate, Decision or Information: Information

Key Points to Note:

- The new terms of conditions of service for trainees in Psychiatry comes into force in February 2017, however Foundation Year 1 Trainees moved onto the new contract October 2016 (although are employed by the Acute Trusts).
- Quarter reported on is October – December 2016
- Guardian is nationally and locally linked with other Trust Guardians
- Establishment of Junior Doctors Guardian of Safeworking Forum (which includes representative from British Medical Association & Local Negotiation Committee Chair)
- At this stage as there have been no reports collected therefore we cannot comment on patterns. From existing monitoring we are generally performing well in relation to workload for trainees but do have some hot spots, most notably at St George's Park. This has been addressed promptly with the allocation of time off in lieu instead of any payments.

Outcome required:

None

QUARTERLY REPORT ON SAFE WORKING HOURS: DOCTORS IN TRAINING - October to December 2016

Executive summary

We currently only have Foundation Year 1 Doctors working into the Trust on the new terms of conditions of service and they are employed by the acute Trusts and do not work into our out of hours rotas. As a result we have received no exception reports or fines and do not have the responsibility for the work schedule reviews.

Introduction

This is the first of what will be a quarterly board report with a focus on junior doctor working. The process of reporting has been built into the new junior doctor contract and aims to allow trusts to have an overview of working practices of junior doctors as well as training delivered.

As the new contract is still in dispute it is being gradually implemented by being offered to new trainees as they take up training posts, in effect this will mean for a number of years we will have trainees employed on two different contracts. It is also of note that although we host over 140 trainee posts, we do not directly employ the majority of these trainees, also with current recruitment challenges a number of the senior posts are vacant.

High level data

Number of doctors in training (total): 86 Trainees (Oct-Dec)

Number of doctors in training on 2016 terms of conditions of service (total): 9 (FY1)
(Oct- Dec)

Amount of time available in job plan for guardian to do the role: this is being remunerated through a responsibility payment

Admin support provided to the guardian (if any): Ad Hoc by MedW Team

Amount of job-planned time for educational supervisors: 0.5 PAs per trainee

Exception reports (with regard to working hours)

Future reports will include exception report numbers split by Department, grade, rota and response time.

a) Work schedule reviews

In future this section will include raw aggregated data on the number of work schedules reviewed in the past quarter as a result of exception reporting, broken down by specialty, grade and rota. Where work schedule reviews have not been carried out in the time frames set out in the terms of condition of service, this section will highlight the areas where this happened and what has been done to address this.

b) Locum bookings

i) Agency

Locum bookings (agency) by department				
Specialty	October	November	December	
Neuro Rehab				
Hopewood Park	1	2	2	
Gateshead		1	1	
NGH				
RVI			1	
SNH/NTyne				
Newcastle/North of Tyne				
Community Adolescent Mental Health Service				
Learning Disability				
SGP	1	1	2	
Sunderland				
South of Tyne/Gateshead				
Total	2	4	6	

Locum bookings (agency) by grade				
Specialty	October	November	December	
F2		1	1	
CT1-3	2	3	5	
ST4+				
Total	2	4	6	

Locum bookings (agency) by reason				
Specialty	October	November	December	
Vacancy		2	2	
Sickness	2	2	4	
Total	2	4	6	

c) Locum work carried out by trainees

Locum work by trainee						
Area	Number of shifts worked	Number of hours worked	Number of hours to cover sickness	Number of hours to cover a vacant post		
SNH/NTyne	8	99	99	0		
SGP	4	17	17	0		
Gateshead	12	112.75	104.25	8.5		
Crisis	1	4.25	4.25	0		
Hopewood Park	13	146	91.75	54.25		
RVI	36	264.50	264.50	0		
NGH	20	138.25	138.25	0		
Total	94	781.75	781.75	62.75		

d) Vacancies

Vacancies by month						
Area	Grade	Month 1	Month 2	Month 3	Total gaps (average)	
NGH/RVI/C AMHS	GP	2	2	2	2	
SGP	GP	1	1	1	1	
Hopewood Park	GP/CT	3	3	3	3	
Gateshead	F2	2	2	2	2	
Total		8	8	8	8	

e) Fines

This section will list any fines levied during the previous quarter, and the departments against which they have been levied.

Qualitative information

Since my appointment as Guardian (27th June 2016) no issues were brought to my attention that required my intervention as outlined in the terms and condition. A forum was duly created to discuss and resolve any matters arising. This forum has been opened to trainees even if they are not yet working under the terms and

conditions of the new contract. A representation of the British Medical Association has been established with a permanent membership and there is, for trainees, space to report any problem that could affect their safe working. I am nationally and locally linked with the other Trust Guardians and I have access to the newly created forum with Director of Medical Education and Guardians.

Issues arising

We have work schedules outlining the job descriptions for all training posts as outlined in the new terms for the contract. We have adapted all out of hours rotas to ensure compliance with both the old and new contract. We are in the process of training trainers about the contracts and their responsibilities in this.

At this stage as there have been no reports collected we can't comment on patterns. We are aware from existing monitoring that we generally are performing well in relation to workload for trainees but do have some hot spots, most notably at SGP where we are working with services to address this. So far, few issues related to Doctors working overtime were highlighted, but they were promptly resolved with the allocation of time off in lieu instead of any payment.

Actions taken to resolve issues

As highlighted above any issue regarding Doctors working overtime were promptly addressed by Human Resource, Medical Staffing and Clinical/Educational Supervisors.

Summary

In summary since my inception as Guardian of the Safe Working the Trust has been compliant with the guidance produced by NHS Employers and British Medical Association. There is still work to do to enroll other doctors in the new contract as, so far, only Foundation Doctor Year One have been passed on the new contract. The Forum has proved extremely helpful to discuss any possible problem including resources and work place adjustment. It is my assessment that NTW has been fully compliant with the directives and no issues were brought to my attention to determine any dispute.

Questions for consideration

At this stage it is my assessment that NTW has demonstrated commitment and adherence to the Safe Working and is fully compliant with local and national policies. I will continue to monitor the Doctors transition in the new contract and to report any issue that is not going to be resolved promptly in order to determine if any fine is to be imposed. I am confident that the current structure is robust enough to address Junior Doctor's working condition and I am happy with the current support from Medical Education, Human Resource and Medical Staffing who are all committed to ensure Safe Working in NTW.