

**Northumberland, Tyne and Wear NHS Foundation Trust**

**Board of Directors Meeting**

Meeting Date: 26<sup>th</sup> June 2017

Title and Author of Paper:  
Quarterly Report on Safe Working Hours (Apr-Jun 2017) : Dr Andrea Tocca  
(Guardian)

Executive Lead: Dr Rajesh Nadkarni

Paper for Debate, Decision or Information: Information

Key Points to Note:

- Quarter reported on is April to June 2017
- Guardian is nationally and locally linked with other Trust Guardians
- Establishment of Junior Doctors Guardian of Safeworking Forum (which includes representative from BMA & LNC Chair)

Risks Highlighted to Board :

Does this affect any Board Assurance Framework/Corporate Risks?  
Please state No

Equal Opportunities, Legal and Other Implications: None

Outcome Required: None

Link to Policies and Strategies: None

## QUARTERLY REPORT ON SAFE WORKING HOURS: DOCTORS IN TRAINING – April to June 2017

### Executive summary

All new Psychiatry Trainees and GP Trainees rotating into a Psychiatry placement on 1<sup>st</sup> February 2017 are now on the New 2016 Terms and Conditions of Service. There are currently 122 trainees working into NTW with 35 on the new Terms and Conditions of Service.

### Introduction

This is the third quarterly board report on Safe Working Hours which focuses on Junior Doctors. 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):	122 Trainees (Apr – Jun)
Number of doctors in training on 2016 TCS (total):	35 Trainees (Apr - Jun)
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)

Grade	Rota	Exception Reports Received Apr – Jun				
		Apr	May	Jun	Total Hours & Rest	Total Education
F2						
CT1-3	St Nicholas					
CT1-3	NGH/CAV		1		1	
CT1-3	St George's Park		1		1	
CT1-3	RVI/CAMHS		1	1	2	
CT1-3	Hopewood Park	2	3		5	
CT1-3	Gateshead		1	1	2	
ST4+	Newcastle/North Tyne		1		1	
<b>Total</b>		<b>2</b>	<b>8</b>	<b>2</b>	<b>12</b>	<b>0</b>

### Work schedule reviews

During the last quarter there have been 12 Exception Reports submitted from Trainees; 7 on the new 2016 TCS in respect to exceeding Hours & Rest with an additional 5 from trainees on the 2002 TCS. The outcome of which was that TOIL was granted for each case. The exceeded hours ranged from a minimum of 30 minutes to a maximum of 3 hours. Emergency Rota cover is arranged when no cover can be found from either Agency or current Trainees. The Rota's are covered by 2 trainees rather than 3 and payment is made to the 2 trainees providing cover at half rate.

#### a) Locum bookings

##### i) Agency

Locum bookings (agency) by department				
Specialty	April	May	June	Total
Neuro Rehab				
Hopewood Park				
Gateshead	1			1
NGH				
RVI				
SNH/NTyne		1	1	2
Newcastle/NTyne				
CAMHS				
LD				
SGP				
Sunderland	1	1	1	3
STyne/Gateshead				
Newcastle/N Tyne				
Total	2	2	2	6

Locum bookings (agency) by grade				
	Apr	May	June	Total
F2	1	1	1	3
CT1-3				
ST4+	1	1	1	3
Total	2	2	2	6

Locum bookings (agency) by reason				
	April	May	June	Total
Vacancy	2	2	2	6
Sickness				
Total	2	2	2	6

**b) 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	7	69.25	69.25	0		
SGP	22	181.25	148.25	33		
Gateshead	24	197.50	197.50	0		
Crisis	6	65.5	65.5	0		
Hopewood Park	20	205	205	0		
RVI	4	25	25	0		
NGH	17	160.25	160.25	0		
Newcastle/N Tyne	18	164.50	88	76.50		
Total	118	1068.25	958.75+	109.50		

+Circa 10% - higher than Trust average

**c) Vacancies**

Vacancies by month						
Area	Grade	April	May	June	Total	
NGH/CAV	GP		1		1	
SNH	CT	1	1	1	2	
HWP	CT	1	1	1	3	
Newcastle/NTyne	ST4+		1	1	2	
Total		2	4	3	9	

**d) Emergency Rota Cover**

Emergency Rota Cover by Trainees				
	Rota	April	May	June
Vacancy				
Sickness	SGP, Gateshead, Crisis	3 long days at SGP (36:45), 1 night shift at Gateshead (12.15)	0	2 night shifts at Gateshead (24:30), 1 twilight on Crisis (4:15)
Total		4	0	3

**e) Fines**

There have been no fines during the last quarter.

**Qualitative information**

Since my inception as Guardian of the Safe Working we produced two reports that have not been yet fully shared with my regional fellow Guardian colleagues. We had, in fact, established a regional network where we had the opportunity to meet with the newly appointed LET (Lead Employer Trust) Guardian (Dr. John Woodhouse – Who will be officially the Guardian from the 4<sup>th</sup> July 2017).

The Regional Network meeting was held on 19<sup>th</sup> June 2017, highlights are as follows:

- NTW performing well in terms of low numbers of Exception Reports
- Some technical aspects of the contract implementation being worked through eg; F2 bandings, Annual/Study Leave training on weekends
- Quarterly Meetings
- Work still ongoing around a regional bank – but no fixed pay rates

This is a very active group and the work done in NTW is fantastic considering what is happening in other neighboring Trusts. I am preparing a presentation for the forthcoming Board Meeting so I will be able to illustrate in more details differences and challenges in NTW.

### **Issues arising**

As reported in my previous report: “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”, however this is an ongoing piece of work that will require further adjustments and training due to the novelty of the Exception Report System. The second part of my last report: “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 TOIL instead of any payment.” Is as well under constant monitoring and scrutiny however I can confirm that, so far, I did not have to exercise any of the Guardian’s power which is confirming the good work done, so far, by Trainees and Trainers as well as Medical Staffing.

### **Actions taken to resolve issues**

As highlighted in previous reports any issue regarding Doctors working overtime were promptly addressed by Medical Staffing and Clinical/Educational Supervisors however constant monitoring will be necessary to clarify and analyze the impact of the new contract on our Junior Medical Workforce. There are also some ongoing issues regarding handover and the impact that this has on overtime and stress which have been addressed and presented at the Medical Staff Committee with positive results.

### **Summary**

I have been in post for a full year now and my tenure is coming to an end although my contract has been extended until the end of July 2017. I am taking stock of the work done so far and I am satisfied that NTW has demonstrated, so far, attention and good care for the Junior Medical Workforce. I am planning to present all the data to the Board and demonstrate how NTW is performing compared with other Trust with the caveat that the reality in other Organizations might be more composite. There are challenges in relation to remuneration (please refer to minutes of the Guardians attached) however I do not foresee, at this stage, any major issue arising. I wish to thank Dr. Nadkarni, Dr. Owen and Insole as well as Amanda Venner for the great opportunity they gave me to work as Guardian and Medical Staffing (Jackie Snaith, Mark Richardson-Quinn and Justine Nicholls) for the help and support they gave me during this first year of work.

Questions for consideration

I do not have any question for consideration but I would appreciate any comment, feedback as well as criticism that will help me to help out to improve the quality of the work environment for Junior and Senior Colleagues.

Dr Andrea Tocca

Guardian for Safe Working

July 2017