

Guardian of the Safe Working



NEW JUNIOR DOCTORS' CONTRACT





ANY QUESTIONS?



WHAT DOES THE GOSW DO?

Junior doctors' contract
The new 2016 contract







GUARDIAN OF SAFE WORKING

Safeguarding the working hours of doctors

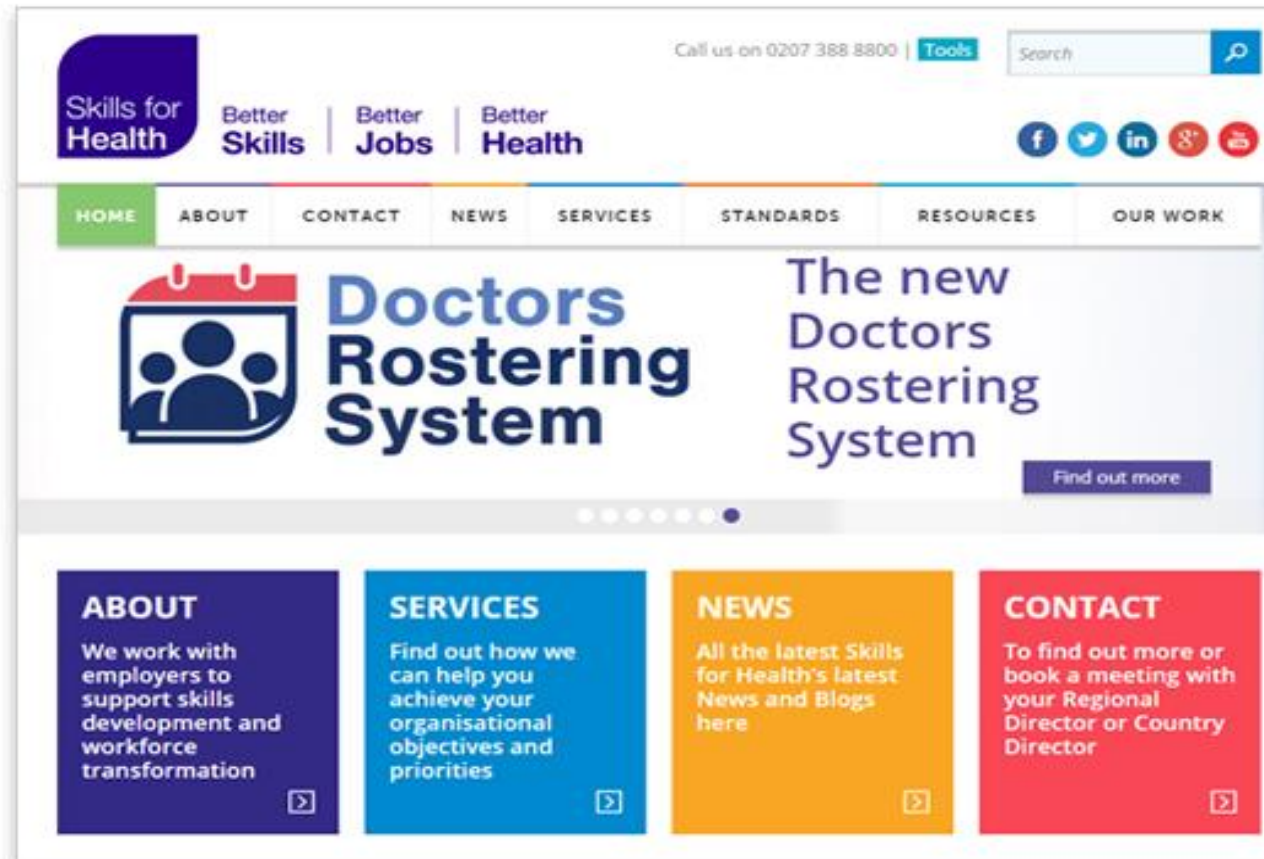
The guardian of safe working has been introduced to protect patients and doctors by making sure doctors aren't working unsafe hours.

To do this, the guardian will:

-  act as the **champion of safe working** hours
-  receive your exception reports and record and **monitor compliance** against your terms and conditions
-  **escalate issues** to the relevant executive director, or equivalent for decision and action
-  intervene to **reduce any identified risks** to you or your patients' safety
-  **undertake a work schedule review** where there are regular or persistent breaches in safe working hours
-  distribute monies received as a consequence of financial penalties, to **improve your training and service experience**.

For more information about the guardian role, visit www.nhsemployers.org/juniordoctors

WHAT IS THE SYSTEM



WHAT ARE THE NUMBERS?

- Number of doctors in training (total): 125 Trainees (Jul - Sept)
- Number of doctors in training on 2016 TCS (total): 42 Trainees (Jul - Sept)
- Amount of time available in job plan for guardian to do the role: This is being remunerated through payment of 1 Additional Programmed Activity
- 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

(Courtesy of Jackie Snaith)

Overview

Exception
Date

01/06/2016



to

17/09/2017



[Export to Excel](#)

Current exceptions for: **01 Jun 2016** to **17 Sep 2017**

3

Overdue

4

Open Hours/Rest

1

Open Education

43

Closed Hours/Rest

1

Closed Education

44

Total Closed

Top 5 Specialties

Specialty		
Mental Illness	49	^
		^
		^
		^
		^

Top 5 Rotas

DRSID	Rota		
31625	1:14 Full Shift (SGP)	11	^
31624	1 in 14 Full Shift (SNH)	8	^
31626	1:8 / 1:16 Full Shift	7	^
31633	1:15 /1:30	7	^

Top 5 Grades

Grade		
StR (CT)	45	^
StR (FT)	2	^
SPR	1	^
FStR (CT)	1	^

WHY THE NUMBER OF EXCEPTION REPORTS ARE SO LOW?

- **HYPOTHESIS:**

- MEDICAL WORKFORCE NOT AWARE ABOUT THE NEW SYSTEM
- JUNIOR MEDICAL WORKFORCE RELUCTANT TO REPORT (CULTURAL ISSUES)
- NEW SYSTEM (CONTRACT IMPOSED)
- LACK OF PERCEIVED BENEFITS

CHALLENGES:

- **DEVELOP/CONTINUE THE GUARDIAN'S ROLE**
- **DEVELOP/CONTINUE THE FORUM**
- **DEVELOP THE ROLE OF THE FLEXIBLE TRAINING CHAMPION**
- **ENGAGE MEDICAL WORKFORCE**
- **DEAL WITH THE CURRENT RECRUITMENT CRISIS**