

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

**Board of Directors Meeting**

**Meeting Date:** 25 October 2017

**Title and Author of Paper:**

Quarterly Report on Safe Working Hours (Jul to Sep 2017) : Dr Andrea Tocca (Guardian)

**Executive Lead:** Dr Rajesh Nadkarni

**Paper for Debate, Decision or Information:** Information

**Key Points to Note:**

- The New TCS for trainees in Psychiatry came into force in February 2017
- Quarter reported on is July to Sept 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 :**

- 21 Exception Reports raised during the period July to Sept with TOIL being granted for 15, payment of additional hours for 2, no action for 1 case and 3 cases still awaiting outcome
- 9 Agency Locums booked during the period July to Sept covering both sickness and vacant posts
- On 28 occasions during the period the Emergency Rotas were implemented
- There have been no fines during the last quarter

**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 – July to Sept 2017

#### Executive summary

All new Psychiatry Trainees and GP Trainees rotating into a Psychiatry placement on 2<sup>nd</sup> August 2017 are now on the New 2016 Terms and Conditions of Service. There are currently 125 trainees working into NTW with 42 on the new Terms and Conditions of Service.

#### Introduction

This is the 4th 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 160 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): 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

### Exception reports (with regard to working hours)

		Exception Reports Received Jul - Sept				
Grade	Rota	Jul	Aug	Sept	Total Hours & Rest	Total Education
F2						
CT1-3	St Nicholas		1	5	6	
CT1-3	NGH/CAV		3		3	
CT1-3	St George's Park	2	2	2	6	
CT1-3	RVI/CAMHS	1	1		2	
CT1-3	Hopewood Park	1			1	
CT1-3	Gateshead			3	3	
ST4+	Newcastle/North Tyne					
Total		4	7	10	21	0

### Work schedule reviews

During the last quarter there have been 21 Exception Reports submitted from Trainees; 10 on the new 2016 TCS in respect to exceeding Hours & Rest with an additional 11 from trainees on the 2002 TCS. The outcome of which was that TOIL was granted for 15 cases, payment for additional hours was granted for 2 cases, no action on 1 case and 3 cases are still open awaiting outcome of a decision. The exceeded hours ranged from a minimum of 1 hour to a maximum of 2 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	July	Aug	Sept	Total
Neuro Rehab				
Hopewood Park	1	1	1	3
Gateshead				
NGH			1	1
RVI				
SNH/NTyne			1	1
Newcastle/NTyne				
CAMHS				
LD				
SGP		1	1	2
Sunderland				
STyne/Gateshead		1	1	2
Newcastle/N Tyne				
Total	1	3	5	9

Locum bookings (agency) by grade				
	Jul	Aug	Sept	Total
F2				
CT1-3	1	3	5	9
ST4+				
Total	1	3	5	9

Locum bookings (agency) by reason				
	Jul	Aug	Sept	Total
Vacancy	1	3	5	9
Sickness				
Total	1	3	5	9

### b) Locum work carried out by trainees

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	12	115	49.50	65.50
SGP	35	349.25	33	316.25
Gateshead	19	160.75	103.25	57.50
Crisis	5	21.25	12.75	8.5
Hopewood Park	9	78.25	65.50	12.75
RVI	13	135.25	53.25	82
NGH	11	86.75	86.75	0
Newcastle/N Tyne	7	53.75	53.75	0
Total	111	1000.25	457.75	542.50

+Circa 10% - higher than Trust average

### c) Vacancies

Vacancies by month						
Area	Grade	Jul	Aug	Sept	Total	
NGH/CAV	GP		1	1	2	
SNH	CT	1	1	1	3	
SGP	CT		5	5	10	
RVI	CT		2	1	3	
HWP	GP	1	1	2	4	
Gateshead	CT		1	1	2	
Total		2	11	11	24	

#### d) **Emergency Rota Cover**

Emergency Rota Cover by Trainees				
	Rota	Jul	Aug	Sept
Vacancy	SGP, HWP, Crisis	6	2	5
Sickness	GHD, RVI, HWP, SGP, NGH	3	2	10
Total		9	4	15

#### e) **Fines**

There have been no fines during the last quarter.

#### **Qualitative information**

I am preparing to present my role and the work done so far as NTW Guardian on the 25<sup>th</sup> September. I am keen to show how the role developed and how it has now become established. The job as Guardian has now been recognized and it has been advertised after one year. It is expected to receive a good level of competition and to attract motivated perspective candidates.

#### **Issues arising**

The number of exception reporting is still low as discussed at the last Guardian Forum and there are still fundamental issues regarding handover between admitting doctors and Junior Doctors accepting patients on the Ward.

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

This issue has been carefully reviewed and, following a discussion within the Guardian Forum, it has been agreed to present these issues starting on the 21<sup>st</sup> September at the forthcoming Trust wide Medical Staff Committee. The aim of presenting is to reach out to Consultants who are not yet familiar with exception reporting and to motivate trainees into being more proactive in completing exception reporting. A video regarding the role of the Guardian has been produced and it is now available. The issue regarding handover needs further discussion and exploration of its complex nature.

#### **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 October 2017. I am due to present at the meeting scheduled for the 25<sup>th</sup> September and to show the good work completed so far. There are still challenges ahead particularly with the current reduction of Consultants and trainee numbers but I am confident that the structure created will be able to review and address all the issues.

### **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.