

Northumberland, Tyne and Wear NHS Foundation Trust

Board of Directors Meeting

Meeting Date: 24th January 2018

Title and Author of Paper: Quarterly Report on Safe Working Hours (Oct to Dec 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 Oct to Dec 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)
- Dr Tocca will be standing down as Guardian and a new appointment has been made soon to be announced. This is his last report

Risks Highlighted to Committee :

- 13 Exception Reports raised during the period Oct to Dec with TOIL being granted for 6, payment of additional hours for 2, no action for 2 cases and 3 cases still awaiting outcome
- 20 Agency Locums booked during the period Oct to Dec covering both sickness and vacant posts
- On 6 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: Medical Workforce Strategy

**QUARTERLY REPORT ON SAFE WORKING HOURS:
DOCTORS IN TRAINING – October to December 2017**

Executive summary

All new Psychiatry Trainees and GP Trainees rotating into a Psychiatry placement on 2nd August 2017 are now on the New 2016 Terms and Conditions of Service.

There are currently 115 trainees working into NTW with 69 on the new Terms and Conditions of Service via the accredited training scheme via Health Education England. There are an additional 16 trainees employed directly by NTW working as Trust Grade Doctors or Teaching Fellows. (Total 131).

Introduction

This is the 5th 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): 115 Trainees (Oct to Dec)

Number of doctors in training on 2016 TCS (total): 69 Trainees (Oct to Dec)

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)

Grade	Rota	Exception Reports Received Jul - Sept				
		Oct	Nov	Dec	Total Hours & Rest	Total Education
F2						
CT1-3	St Nicholas	1			1	
CT1-3	NGH/CAV					
CT1-3	St George's Park	4	2	1	7	
CT1-3	RVI/CAMHS	2			2	
CT1-3	Hopewood Park	1	1		1	1
CT1-3	Gateshead					
ST4+	Newcastle/North Tyne	1			1	
Total		9	3	1	12	1

Work schedule reviews

During the last quarter there have been 13 Exception Reports submitted from Trainees; 9 on the new 2016 TCS in respect to exceeding Hours & Rest with an additional 4 from trainees on the 2002 TCS. The outcome of which was that TOIL was granted for 6 cases, payment for additional hours was granted for 2 cases, no action on 2 cases and 3 cases are still open awaiting outcome of a decision. The exceeded hours ranged from a minimum of 20 mins 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	Oct	Nov	Dec	Total
Neuro Rehab				
Hopewood Park	2	2	2	6
Gateshead	1	1	1	3
NGH	1	1		2
RVI				
SNH/Ntyne				
Newcastle/NTyne				
CAMHS				
LD				
SGP	3	3	3	9
Sunderland				
STyne/Gateshead				
Newcastle/N Tyne				

Total	7	7	6	20
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Locum bookings (agency) by grade				
	Oct	Nov	Dec	Total
F2				
CT1-3	7	7	6	20
ST4+				
Total	7	7	6	20

Locum bookings (agency) by reason				
	Oct	Nov	Dec	Total
Vacancy	7	7	6	20
Sickness				
Total	7	7	6	20

b) Locum work carried out by trainees

Area	Number of shifts worked	Number of hours worked	Number of hours to cover a sickness+	Number of hours to cover a vacant post
SNH/Ntyne	26	268.45	219.45	49
SGP	58	504.4	243.6	260.8
Gateshead	16	154.8	154.8	0
Crisis	8	65	65	0
Hopewood Park	23	223.1	223.1	
RVI	8	81	81	0
NGH	6	73	73	0
Newcastle/N Tyne	1	4:15	4:15	0
CAMHS	6	56.45	44	12.45
Total	152	1430.35	1108.1	322.25

+Sickness has been approximately 10% higher for Junior Doctors against the Trust average

c) Vacancies

Vacancies by month					
Area	Grade	Oct	Nov	Dec	Total
NGH/CAV	CT	1	1		2
SNH	CT	1	1	1	3
SGP	CT	4	4	4	12
	GP	1	1	1	3
RVI	CT	2	2	2	6
HWP	CT	3	3	3	9
	GP	1	1	1	3
Gateshead	CT	2	2	2	6
	GP	1	1	1	3

Total		16	16	15	47
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d) Emergency Rota Cover

Emergency Rota Cover by Trainees				
	Rota	Oct	Nov	Dec
Vacancy	SGP, NGH			
Sickness/Other	SGP, NGH, GHD, HWP	4	2	1
Total		4	2	1

e) Fines

There have been no fines during the last quarter.

Qualitative information:

During this last Quarter, possibly because of the forthcoming festive season, there was a little flow of information. I have not been involved in any discussion since the last Forum on the 3rd of November. Overall I am satisfied of the work done so far albeit there is still work to do in relation to the change in culture and recruitment of junior medical workforce to fill gaps in rotas.

Issues arising

I am stepping down as Guardian and I know that a new Guardian has been appointed and will soon be announced. There is still a lot of work to be done to encourage the Junior Doctors workforce to utilize the Exception Reporting System on a regular basis and engage them in making the work more satisfactory and viable. We are remaining vigilant on several issues regarding accommodation, payments and overall burden due to the intensity of work and I am sure that the good work done so far will be continued and improved. There are still gaps in the rotas and there are still recruitment issues. A new on call system will be soon launched in February which will change substantially the presence of Higher Trainees across the Trust. Hopefully this will enable a more robust review of patients, increasing quality and safety.

Actions taken to resolve issues:

All the above issues (low recruitment numbers, still poor engagement in relation to exception reporting and workload satisfaction and equitability) are still in discussion alongside **supervision** and **handover** which were two other “Hot spots”. These areas are regularly reviewed and improved with meetings, initiatives (like “Supported and Valued”) and active support by Management and the LET.

Summary

This is effectively my last report as Guardian. There is more to be accomplished and I would like to extend my best wishes to the new appointed Guardian and to the Forum. I hope that 2018 will be a more productive year and I wish to personally

thank the Chief Executive, the Board, Dr. Owen and Nadkarni for the opportunity they gave me to serve as First Trust Guardian. I would like also to extend my thanks to Jackie Snaith, Mark Richardson – Quinn and Amanda Venner for the help and support they gave me.

My last thank goes to all the Junior Workforce for the engagement and I hope that the culture of safety and quality will continue to flourish and make us proud to help them to build their career.

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 evaluate the work I have done during my tenure as Guardian of the Safe Working.