

Meeting Title	Board of Directors		
Date	9.7.20	Agenda item	Bo.7.20.20

GUARDIAN OF SAFE WORKING HOURS DOCTORS AND DENTISTS IN TRAINING QUARTER 4 (Q4) 2019-20

Presented by	Dr Bryan Gill Chief Medical Officer		
Author	Dr Andrew Brennan Guardian of Safe Working Hours		
Lead Director	Dr Bryan Gill Chief Medical Officer		
Purpose of the paper	Provide assurance that doctors and dentists in training are working safe hours		
Key control	High Level Control for Objective 1 & 3		
Action required	To note		
Previously discussed at/ informed by	Quarterly report		
Previously approved at:	Committee/Group	Date	
Key Options, Issues and Risks			
The 2016 junior doctor contract requires the Guardian of Safe Working Hours to submit a quarterly report to the Board to provide assurance that doctors and dentists in training are working safe hours. Information on exception reporting, work schedule reviews, rota gaps and fines levied will be presented. This report covers the period 1 January – 31 March 2020.			
Analysis			
Trainees submit exception reports if working beyond contracted hours or educational opportunities are missed. The Guardian monitors hours-related reports, while the Director of Education monitors training - related reports.			
There were 99 exception reports submitted for this quarter. 95 highlighted concerns around working hours or rest, with 4 describing missed training opportunities.			
In total, 167 additional hours were reported by junior doctors.			
Recommendation			
<ul style="list-style-type: none">F1s in general medicine continued to be the highest reporting group of trainees during Q4.Covid-19 re deployment occurred in March and trainees rose to the occasion in the most professional way to deal with this crisis.Rest facility improvements must continue; this is particularly pertinent during Covid-19 working.			

Risk assessment						
Strategic Objective	Appetite (G)					
	Avoid	Minimal	Cautious	Open	Seek	Mature
To provide outstanding care for patients			g			
To deliver our financial plan and key performance targets			g			

Meeting Title	Board of Directors		
Date	9.7.20	Agenda item	Bo.7.20.20

To be in the top 20% of NHS employers					g	
To be a continually learning organisation				g		
To collaborate effectively with local and regional partners					g	
The level of risk against each objective should be indicated. Where more than one option is available the level of risk of each option against each element should be indicated by numbering each option and showing numbers in the boxes.	Low		Moderate	High	Significant	
	Risk (*)					
Explanation of variance from Board of Directors Agreed General risk appetite (G)	Actions have been taken to resolve existing issues.					

Benchmarking implications (see section 4 for details)	Yes	No	N/A
Is there Model Hospital data relevant to the content of this paper?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is there any other national benchmarking data relevant to the content of this paper?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is the Trust an outlier (positive or negative) for any benchmarking data relevant to the content of this paper?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Risk Implications (see section 5 for details)	Yes	No
Corporate Risk register and/or Board Assurance Framework Amendments	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Quality implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Resource implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Legal/regulatory implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Diversity and Inclusion implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Performance implications	<input type="checkbox"/>	<input type="checkbox"/>

Regulation, Legislation and Compliance relevance	
NHS Improvement: (please tick those that are relevant)	
<input type="checkbox"/> Risk Assessment Framework	<input type="checkbox"/> Quality Governance Framework
<input type="checkbox"/> Code of Governance	<input type="checkbox"/> Annual Reporting Manual
Care Quality Commission Domain:	
Care Quality Commission Fundamental Standard:	
NHS Improvement Effective Use of Resources:	
Other (please state):	

Meeting Title	Board of Directors		
Date	9.7.20	Agenda item	Bo.7.20.20

Relevance to other Board of Director's Committee:
(please select all that apply)

Workforce	Quality	Finance & Performance	Partnerships	Major Projects	Other (please state)
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Meeting Title	Board of Directors		
Date	9.7.20	Agenda item	Bo.7.20.20

1 PURPOSE/ AIM

To provide a quarterly update report to give assurance that doctors and dentists in training are working safe hours.

2 BACKGROUND/CONTEXT

The 2016 junior doctor contract requires the Guardian of Safe Working Hours to submit a quarterly report to the board to provide assurance that doctors and dentists in training are working safe hours.

3 PROPOSAL

Information on exception reporting, work schedule reviews, rota gaps and fines levied will be presented. This report covers the period 1 January – 31 March 2020. No fines were levied within this period.

4 RISK ASSESSMENT

Risks have been identified but actions have been taken and continue to be taken to mitigate against the risk.

5 RECOMMENDATIONS

A number of issues have been raised within the report and actions taken to resolve those issues. Ongoing monitoring of exception reporting, work schedule reviews, rota gaps and fines levied will provide evidence of the success of actions taken and of any further issues raised.

6 Appendices

Introduction

The 2016 junior doctor contract requires the Guardian of Safe Working Hours to submit a quarterly report to the board to provide assurance that doctors and dentists in training are working safe hours. Information on exception reporting, work schedule reviews, rota gaps and fines levied will be presented. This report covers the period 1 January – 31 March 2020.

Meeting Title	Board of Directors		
Date	9.7.20	Agenda item	Bo.7.20.20

High level data

Number of doctors / dentists in training: 392

Exception reports

Trainees submit exception reports if working beyond contracted hours or educational opportunities are missed. The Guardian monitors hours-related reports, while the Director of Education monitors training-related reports.

There were 99 exception reports submitted for this quarter. 95 highlighted concerns around working hours or rest, with 4 describing missed training opportunities. In total, 167 additional hours were reported by junior doctors.

Table 1 shows the top 5 reporting specialties. Table 2 shows the outcomes of exception reports related to working hours. Fig 1 shows the hours-related exception reports for Q4.

Table 1: Number of exception reports by top 5 specialties January – March 2020.

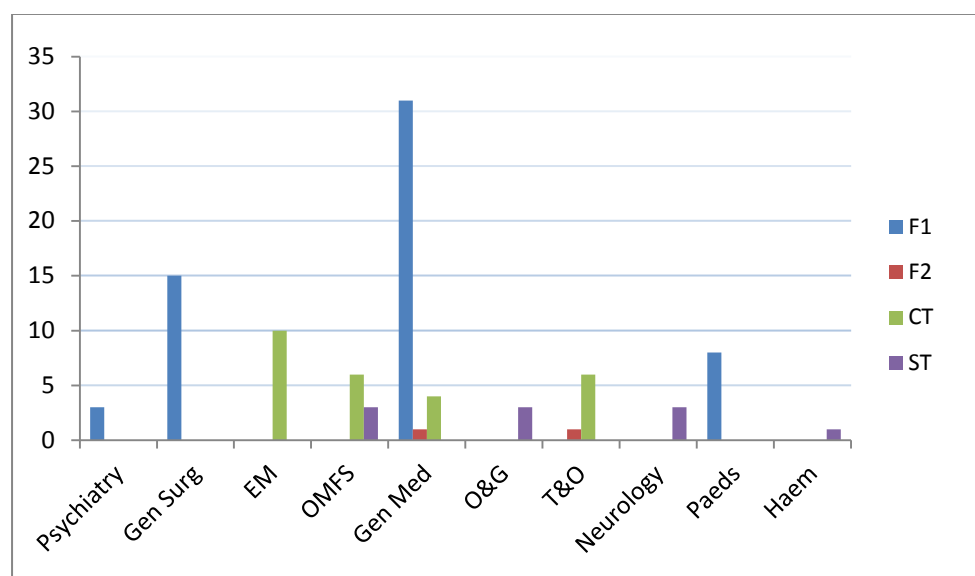
January - March 2020	
General medicine	36
General surgery	15
T&O	11
Emergency medicine	10
OMFS	9

Table 2: Exception report outcomes January – March 2020.

January – March 2020	
Payment	43
TOIL	4
No action	12
Yet to conclude	36

Meeting Title	Board of Directors		
Date	9.7.20	Agenda item	Bo.7.20.20

Fig 1: Exception reports (hours/rest) by specialty and training grade January - March 2020.



Work schedule reviews

Every trainee agrees a work schedule with their educational supervisor. A work schedule review takes place when changes are needed to ensure safe working hours or to provide better training opportunities. There were no work schedule reviews in this quarter.

Rota gaps

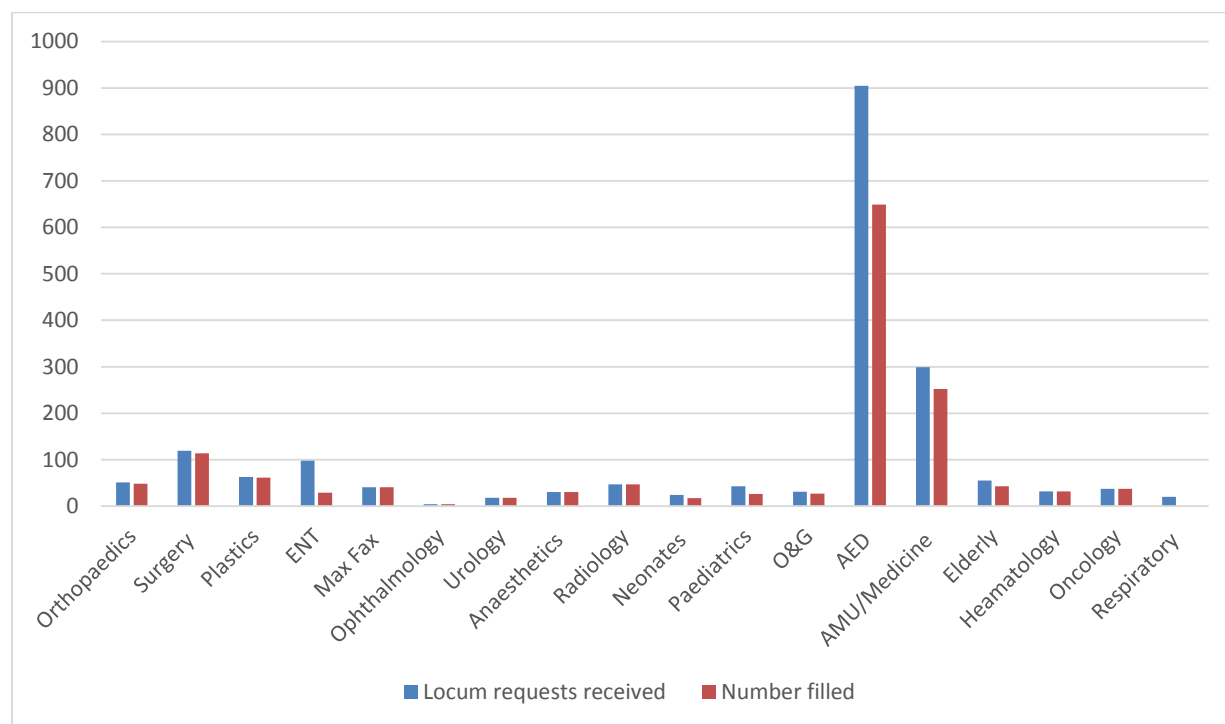
A gap on a rota results from the post not being filled or from long term sickness. Gaps may be filled by doctors who are not in training. Accurate data is not available for this quarter at this stage, but will feature in the Guardian's annual board report in due course. There were approximately 16 gaps covered by trust-appointed doctors and clinical fellows.

Locum bookings

Rota gaps may be filled by bank or agency locums via the flexible workforce team. See Fig 2.

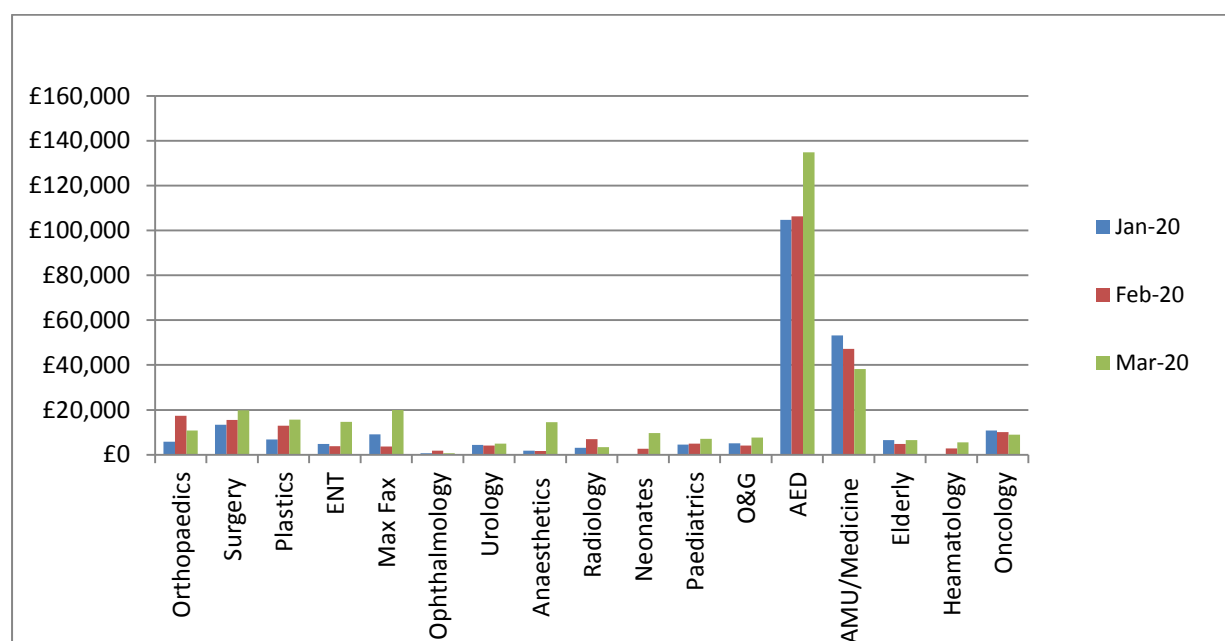
Meeting Title	Board of Directors		
Date	9.7.20	Agenda item	Bo.7.20.20

Fig 2: Locum shifts January – March 2020.



Monthly locum spend on junior doctor cover is shown in Fig 3.

Fig 3: Locum junior doctor rota cost by month (£) January – March 2020.



Meeting Title	Board of Directors		
Date	9.7.20	Agenda item	Bo.7.20.20

Fines

The Guardian levies a fine against a department if contract rules on hours or breaks are broken. Some is paid to affected doctors with the remainder being disbursed via the Junior Doctor Forum to improve the working lives of junior doctors during their time in Bradford. No fines have been levied in this quarter; however, the reports submitted so far may generate fines which would need to be imposed in due course. The exception reporting platform moved from Skills For Health DRS4 to Allocate in February. A linked e-rostering system is part of this new offering which should make analysis of fine-levying breaches possible in the future.

Issues arising and actions taken

- F1 trainees working in medicine continue to be the highest reporting group. This is related to high workload. Breaks are frequently missed. Clinical supervision in respiratory medicine has been highlighted as a concern.
- Emergency medicine senior trainees are reporting missed breaks due to heavy workload.
- OMFS trainees report late finishing theatre lists leading to an inability to leave on time.
- Trainees in O&G, paediatrics and T&O also report heavy workload.
- The February 2020 TCS requirement for maximum weekend frequency working of 1:3 has impacted on 7 rotas. This affects 47 trainees, with 23 of these in EM. Clinical justification has been provided by specialties as to why these rotas should continue as non-compliant for now, although plans are afoot to make them compliant as soon as possible, but by August 2020 latest:
 - Paeds senior – rota changes made, compliant as of 10 February.
 - Paeds junior – plans to make compliant.
 - NNU junior – rota very tight on numbers, plans to increase numbers with non-training grade appointments.
 - T&O CT – rota changes made, compliant.
 - EM juniors – to be compliant by August 2020.
 - Haematology senior – long term shortage of numbers on this rota; specialty considering options.
 - Palliative medicine senior – specialty considering options.
- The exception reporting platform changed to Allocate eRota in February 2020.
- Work is ongoing to improve rest facilities for junior doctors. A number of items were purchased for rest areas including the Doctor's Mess. Due to Covid-19, some items were not received. A second spending round to include some structural changes will commence shortly.
- The Covid-19 pandemic led to re deployment of many junior doctors to frontline medicine rotas in March. The rules on rota compliance were eased nationally, so allowing Covid rotas to be designed to increase frontline cover to deal with this unprecedented crisis. Junior doctors pulled together with colleagues in an extraordinary display of teamworking and cooperation to deliver patient care in very difficult circumstances. Of note, there were no exception reports after 16 March.

Meeting Title	Board of Directors		
Date	9.7.20	Agenda item	Bo.7.20.20

Summary

- F1s in general medicine continued to be the highest reporting group of trainees during Q4.
- Covid-19 re deployment occurred in March and trainees rose to the occasion in the most professional way to deal with this crisis.
- Rest facility improvements must continue; this is particularly pertinent during Covid-19 working.