

Meeting Title	Board of Directors		
Date	22 September 2022	Agenda item	Bo.9.22.35

## GUARDIAN OF SAFE WORKING HOURS DOCTORS AND DENTISTS IN TRAINING QUARTER 1 2022-23

Presented by	Dr Ray Smith, Chief Medical Officer		
Author	Dr Joanna Glascodine, Guardian of Safe Working Hours		
Lead Director	Dr Ray Smith, 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	For information		
Previously discussed at/informed by			
Previously approved at:	Committee/Group	Date	
	People Academy PA.7.22.15	27.07.22	
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 April – 30 June 2022.			
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.			
In Quarter 1 there were 91 exception reports. 73 of these were related to hours/working patterns, 7 were education related and 11 exception reports were relating to the service support available to the doctor. In addition 17 reports were flagged as an immediate safety concern.			
In total, 87.75 additional hours were reported.			
Recommendation			
Palliative medicine remains the only non-compliant rota (due to weekend working pattern). The trainees in post are happy with their current pattern. This will be discussed every time a new trainee rotates and approved at JDF.			
The highest number of additional hours claimed this quarter was from both Trauma and Orthopaedic and ENT junior trainees with the main reason being that the ward workload was too great to leave on time due to poor staffing numbers. I have asked both departments for further information.			

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Risk assessment						
Strategic Objective	Appetite (G)					
	Avoid	Minimal	Cautious	Open	Seek	Mature
To provide outstanding care for patients, delivered with kindness			g			
To deliver our financial plan and key performance targets			g			
To be one of the best NHS employers, prioritising the health and wellbeing of our people and embracing equality, diversity and inclusion					g	
To be a continually learning organisation and recognised as leaders in research, education and innovation				g		
To collaborate effectively with local and regional partners, to reduce health inequalities and achieve shared goals					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)						

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 type="checkbox"/>	<input type="checkbox"/>
Quality implications	<input type="checkbox"/>	<input type="checkbox"/>
Resource implications	<input type="checkbox"/>	<input type="checkbox"/>
Legal/regulatory implications	<input type="checkbox"/>	<input type="checkbox"/>
Diversity and Inclusion implications	<input type="checkbox"/>	<input type="checkbox"/>
Performance Implications	<input type="checkbox"/>	<input type="checkbox"/>

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

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**Other (please state):**

<b>Relevance to other Board of Director's academies: (please select all that apply)</b>			
People	Quality	Finance & Performance	Other (please state)
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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## **QUARTER 1**

### **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 April – 30 June 2022. 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**

Palliative medicine remains the only non-compliant rota (due to weekend working pattern). The trainees in post are happy with their current pattern. This will be discussed every time a new trainee rotates.

The highest number of additional hours claimed this quarter was from both Trauma and Orthopaedic and ENT junior trainees with the main reason being that the ward workload was too great to leave on time due to poor staffing numbers. I have asked both departments for further information.

### **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 April – 30 June 2022.

#### **Exception reports**

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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. In Quarter 1 there were 91 exception reports. 73 of these were related to hours/working patterns, 7 were education related and 11 exception reports were relating to the service support available to the doctor. In addition 17 reports were flagged as an immediate safety concern. This is a large increase in exception reports and is the most patient safety reports we have ever had. From speaking to other Guardian's at the regional meeting last week this has also been seen locally. There were 3 reports from Orthopaedic foundation trainees, 5 from ENT foundation trainees, 3 from General Medical foundation trainees, 3 from General Surgical foundation trainees and 3 from Obstetric higher trainees. The foundation trainee patient safety concerns nearly all relate to poor staffing levels on the ward meaning they are covering ward rounds, ward jobs and new clerking's along with managing sick patients alone which I agree can lead to a patient safety concern. The Obstetric higher trainees issues are usually around overbooking of clinics and in one report leaving registrars to cover specialist clinics with no consultant cover which I again agree lead to potential safety issues.

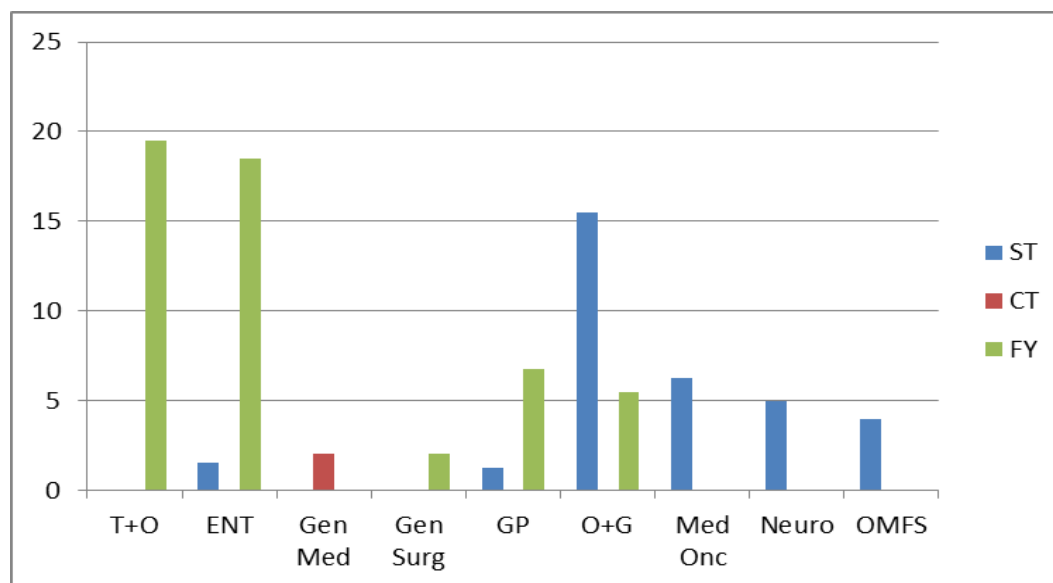
The 5 specialities with the most reports are shown below in table 1 and additional hours claimed by speciality and grade in Figure 1.

Table 1: Number of exception reports by top 5 specialties April – June 2022.

Exceptions by Speciality	Hours/work pattern	Educational	Service support	Patient safety
O+G	22	1	1	3
T+O	18	0	2	3
ENT	12	0	0	5
General Medicine	6	5	2	2
General Surgery	2	0	4	3

Fig 1: Exception reports (hours) by specialty and training grade April – June 2022.

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### 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 was no work schedule reviews this quarter.

### Rota gaps

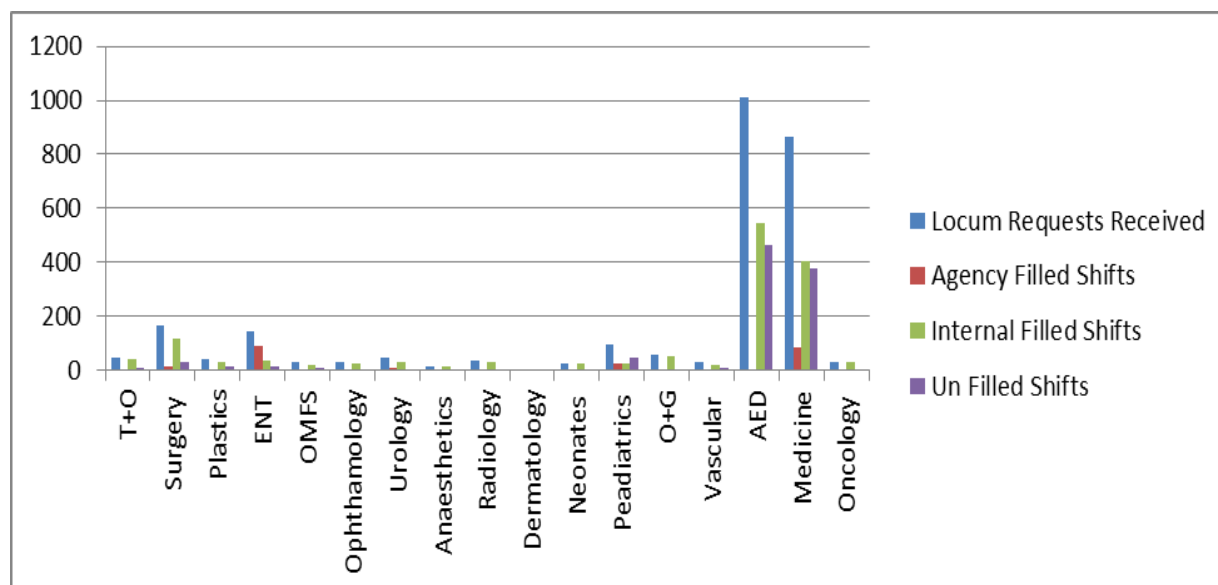
A gap on a rota results from the post not being filled or from long term sickness. Gaps may be filled by doctors who are not in training. We currently employ 60 fellows (27 junior level and 33 registrar level).

### Locum bookings

Rota gaps may be filled by bank or agency locums via the flexible workforce team. The two departments requesting the highest numbers of trainee doctor locums were as always; Medicine and the Emergency Department (see figure 2). The overall number of requests for locums this quarter is similar to the last quarter.

Figure 2: Locum shifts by department April – June 2022

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## 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.

## Issues arising and actions taken

The highest number of exception reports comes from Foundation Trainees in both medical and surgical specialties. They are covering wards alone and expected to do all the jobs and see new and sick people which is leading to missed breaks and teaching and staying late. I am also receiving messages from the trainees who haven't exception reported but still wanted to let me know that they have concerns around the safety of their ward. I have spent time talk with rota co-ordinators about minimal staffing and looking at other ways to improve this. There will also be a new rota in general surgery starting in August to help improve some of the issues.

There is an ongoing issue for higher Obstetric trainees with high numbers of exception reports and additions hours. A new rota with 2 additional trainees has been approved for September and should hopefully improve things for the next cohort of doctors.

The February 2020 TCS requirement for maximum weekend frequency working of 1:3 has been achieved across all rotas with the exception of palliative medicine (Marie Curie Hospice) although there is agreement from the hospice, the trust, the guardian and trainees on the rota that this will continue and will remain under review.

## Summary

- There was a large increase (65%) in exception reports this quarter from a broad range of specialties.

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- There was the largest number of patient safety reports with an increase from 4 to 17 which has been put down to junior doctor staffing levels on both medical and surgical wards.
- The highest amount of overtime is from junior trainees in both Orthopaedics and ENT which is from high volume of work on the wards leading to late finishing.
- There have been a high volume of requests for locums especially in ED and Medicine which is similar to last quarter.
- Palliative medicine remains the only non-compliant rota (due to weekend working pattern). The trainees in post are happy with their current pattern whilst we work to find a long-term solution.