

Meeting Title	Board of Directors		
Date	11 th May 2023	Agenda item	Bo.5.23.33

GUARDIAN OF SAFE WORKING HOURS DOCTORS AND DENTISTS IN TRAINING QUARTER 4 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	26.04.2023
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 Jan – 31 Mar 2023.		
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 4 there were 44 exception reports. 33 of these were related to hours/working patterns, 4 were education related and 7 exception reports were relating to the service support available to the doctor. In addition 20 reports were flagged as an immediate safety concern.		
In total, 14 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 Obstetrics and Gynaecology ST doctors.		
20 of the 44 reports that were flagged as an immediate safety concerns. There were 10 from trainees in Plastics, 8 from General Medicine and 2 from General Surgery.		

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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			
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)						

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
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: Choose an item.
Care Quality Commission Fundamental Standard: Choose an item.
NHS Improvement Effective Use of Resources: Choose an item.
Other (please state):

Relevance to other Board of Director's academies: (please select all that apply)			
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 4

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 Jan – 31 Mar 2023. 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 and approved at JDF. One potential solution has been proposed sharing on-calls with Airedale and will be looked into to see if this is feasible. There are no further updates on this as of yet.

The highest number of additional hours claimed this quarter was from Obstetrics and Gynaecology ST doctors. The additional hours claimed this quarter was only 14 hours in total with 7.5 hours claimed by the Obstetrics trainees.

There were 20 patient safety concerns. 10 came from 2 plastics trainees mostly around staffing levels which had an impact on them attending clinics / theatre lists, 8 from General Medical Trainees around staffing levels on downstream wards and 2 from a Foundation doctor on General Surgery due to staying late on shift which they felt was exacerbated by lack of phlebotomy service on those days.

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 Jan – 31 Mar 2023.

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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. In Quarter 4 there were 44 exception reports. 33 of these were related to hours/working patterns, 4 were education related and 7 exception reports were relating to the service support available to the doctor. This is a 44% drop compared with the previous quarter. In addition 20 reports were flagged as an immediate safety concern.

The highest number of exception reports came from General Medicine. This was split between one Core trainee on respiratory and Foundation doctors on downstream medical wards citing poor staffing leading to staying late / missing breaks.

The highest number of overtime was from Obstetrics and Gynaecology ST doctors at 7.5 hours. This is similar to their claimed hours last quarter but the overall additional hours were down by 70%.

This quarter had the highest number of immediate safety concerns. Half of the reports came from Plastic surgery stating that the poor staffing levels were leading to staffing late and missed opportunities for education. 8 came from General Medical Trainees who are based on downstream wards. The reasons were that due to staffing levels they were staying late, missing breaks or educational opportunities. There were 2 further reports from 1 General Surgical Foundation Doctor around the lack of phlebotomy service on 2 days on her ward which meant she had additional work to carry out and therefore stayed late.

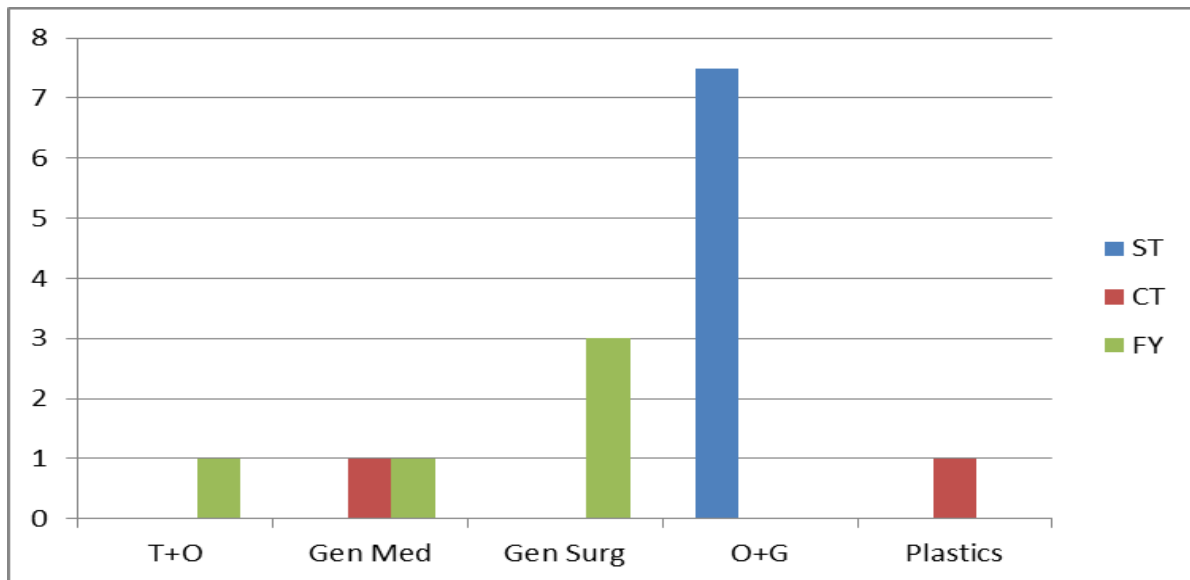
The 5 specialities with the most reports are shown below in table 1 and additional hours claimed by speciality and grade in Figure 1.

Table 1: Number of exception reports by top 5 specialties Jan – March 2023.

Exceptions by Speciality	Hours/work pattern	Educational	Service support	Patient safety
General Medicine	11	1	4	8
Plastics	10	2	0	10
General Surgery	7	0	3	2
O+G	3	1	0	0
Neuro	1	0	0	0
T & O	1	0	0	0

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Fig 1: Exception reports (hours) by specialty and training grade January – March 2023



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 this quarter.

Rota gaps

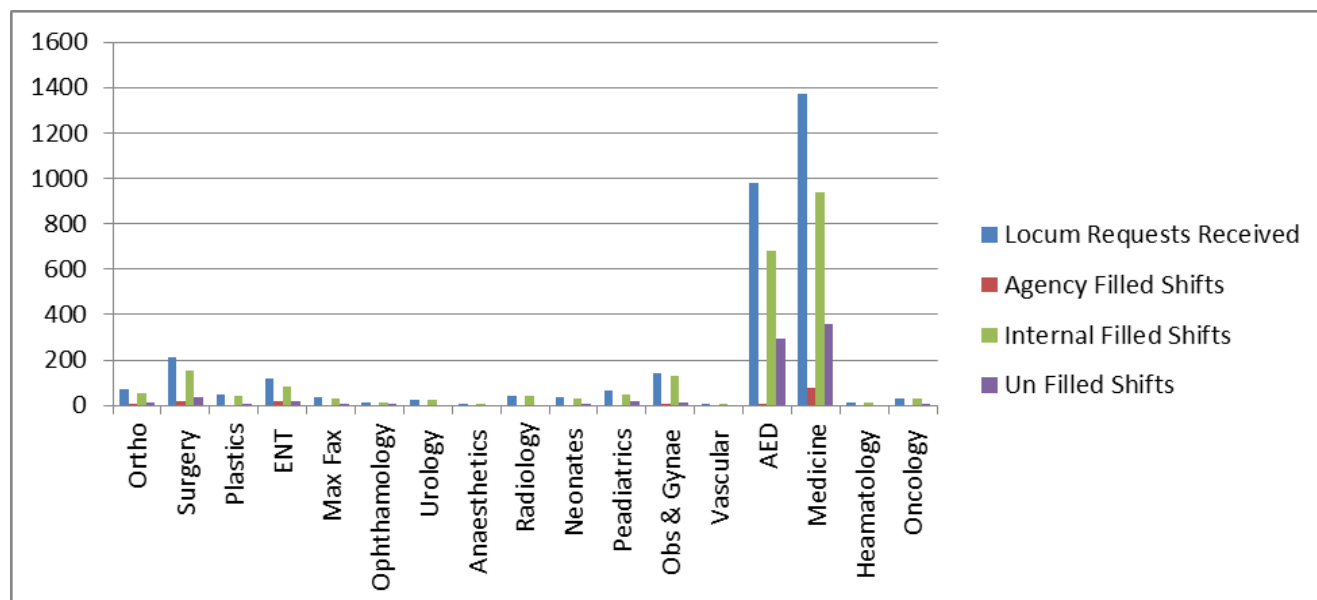
A gap on a rota results from the post not being filled or from long term sickness. Gaps may be filled by doctors who are not in training. We currently employ 68 fellows (28 junior level and 40 registrar level).

Locum bookings

Rota gaps may be filled by bank or agency locums via the flexible workforce team. This quarter there was a 6% increase in locum requests with around 24% remaining unfilled. The two departments requesting the highest numbers of trainee doctor locums were as always; the Emergency Department and Medicine (see figure 2).

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Figure 2: Locum shifts by department January – March 2023



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 came from trainees in General Medicine. These mostly came from one core trainee on Respiratory who was staying late and missing breaks. This was looked into by the Educational Supervisor and they are working on helping the trainee to delegate workload and take breaks as they felt the ward was well staffed and no other complaints from other staff on the ward.

There were 12 exception reports from Plastic Surgery this quarter, 10 of which were deemed to be an immediate safety concern. I have asked one of the higher trainees for further information and I am currently discussing with the Plastics team as it looked like a trainee was not getting appropriate rest during a non-resident on-call shift which would be a breach of contract. It would appear that the trainee is picking up locum shifts after their on-calls which we have agreed is not appropriate if not enough rest is undertaken and the correct action would be to not do the locum shift rather than come to work and exception report.

There are been a 44% decrease in exception reports from General Surgery Foundation doctors which hopefully reflects the addition of the Hospital at night pilot in that department.

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. There has been one

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suggestion of shared on-call with Airedale and we will see if this is a workable option for trainees. There are no new updates.

Summary

- There was a 44% reduction in exception reports in quarter 4. This is the lowest number of reports for 18 months.
- The highest reporting group of doctors were junior trainees from General Medicine due to lower staffing levels on downstream wards leading to loss of breaks and staying late.
- The highest amount of overtime is from Senior Trainees in Obstetrics and Gynaecology but the overall additional hours claimed has reduced by 70% this quarter.
- There has been a 6% increase in locum requests this quarter with around 24% going unfilled. ED and Medicine remain the departments in need of most locums.
- 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.