

<b>Title of Meeting</b>	HR Commercial Services Council	<b>Date</b>	12 <sup>th</sup> May 2026
<b>Agenda Item</b>	HRCSC 0526/17a		
<b>Report Title</b>	Lead Employer Report on Safe Working Hours: Doctors and Dentists in Training (October 2025 – December 2025)		
<b>Executive Lead</b>	Malise Szpakowska, Chief People Officer		
<b>Presenting Officer</b>	Nicola Kenyon, Operations Manager (Lead Employer)		
<b>Action Required</b>		<b>To Approve</b>	<b>X</b> <b>To Note</b>
<b>Purpose</b>			
Following the implementation of the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016 the Guardian of Safe Working is required to ensure that issues of compliance of safe working hours are addressed by the doctor, employer, host organisation as appropriate and provide assurance to the Board of the employing organisation that doctors' working hours are safe.			
<b>Executive Summary</b>			
This paper pertains data relating to all Lead Employer (LE) Trainees including GP, Public and Mental Health Trainees who are based within acute host organisations, for which Mersey & West Lancashire NHS Trust is the Lead Employer.			
<ul style="list-style-type: none"> <li>• From 103 organisations; data return rate 84.5% against a target of 100%</li> <li>• Affects 5,674 doctors under LE arrangements.</li> <li>• Work schedule reviews - 1 North West</li> <li>• Fines issued – 9 within North West <ul style="list-style-type: none"> <li>- 1 within LaSE</li> <li>- 8 within Yorkshire &amp; Humber</li> </ul> </li> </ul> <p>Fines totalling to £1,534.45</p>			
<b>Financial Implications</b>			
Potential incurrence of fines and/or penalties to hosts/ NHSE regions owing to unsafe working practices.			
<b>Quality and/or Equality Impact</b>			
Not Applicable.			
<b>Recommendations</b>			
The HR Commercial Services Council is asked to note the contents of this report and that assurance is provided that:			
<ol style="list-style-type: none"> <li>1. The Lead Employer is complying with its contractual obligations under the 2016 terms and conditions (T&amp;Cs).</li> <li>2. That doctors and dentists in training are not working excessive hours and are getting appropriate access to educational opportunities.</li> </ol>			
<b>Strategic Objectives</b>			
	<b>SO1</b> 5 Star Patient Care – Care		
X	<b>SO2</b> 5 Star Patient Care – Safety		

	<b>SO3</b> 5 Star Patient Care – Pathways
	<b>SO4</b> 5 Star Patient Care – Communication
	<b>SO5</b> 5 Star Patient Care – Systems
X	<b>SO6</b> Developing Organisation Culture and Supporting our Workforce
	<b>SO7</b> Operational Performance
	<b>SO8</b> Financial Performance, Efficiency and Productivity
	<b>SO9</b> Strategic Plans

## GoSW Lead Employer Report – Mr Mike Chadwick – October 2025 – December 2025

### 1. High-Level Data Overview

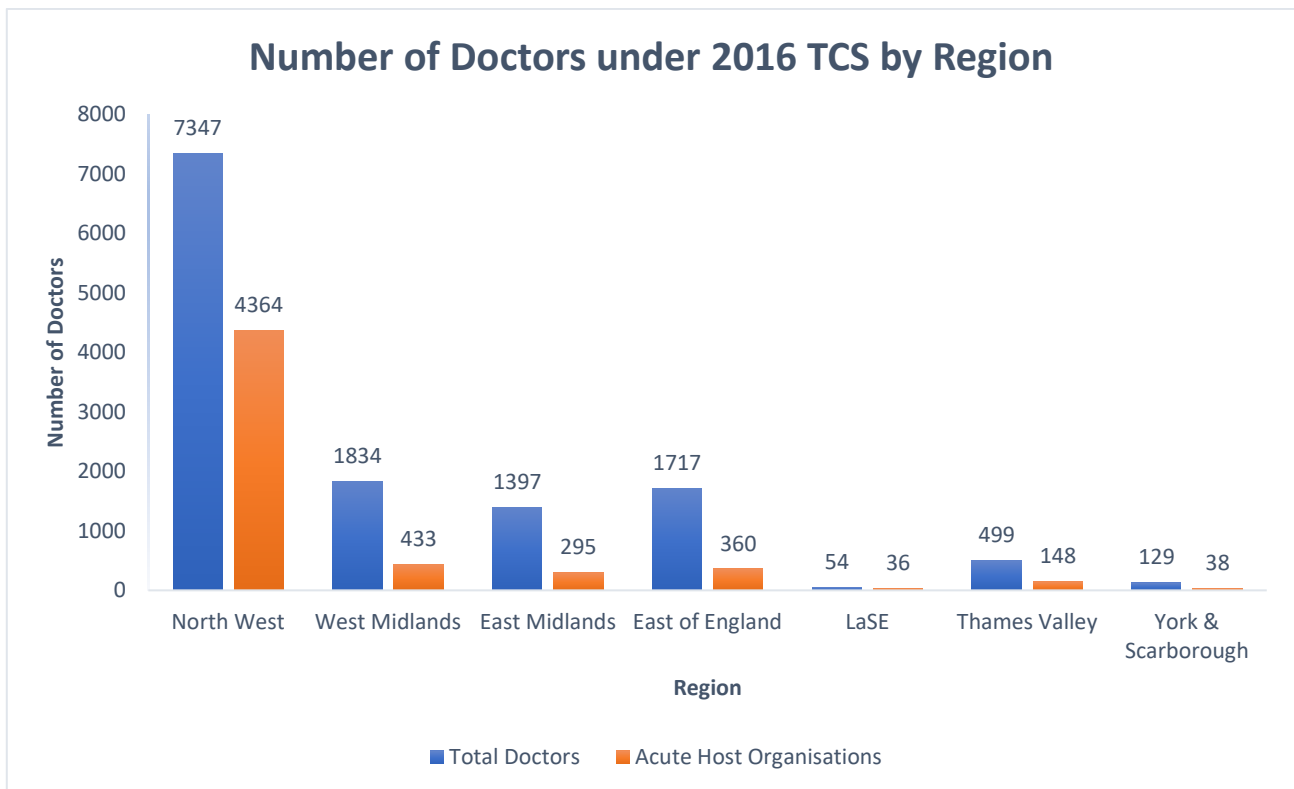
Total Host Organisations: 103

Returned Exception Report Data: 87

Return Rate: 84.5%

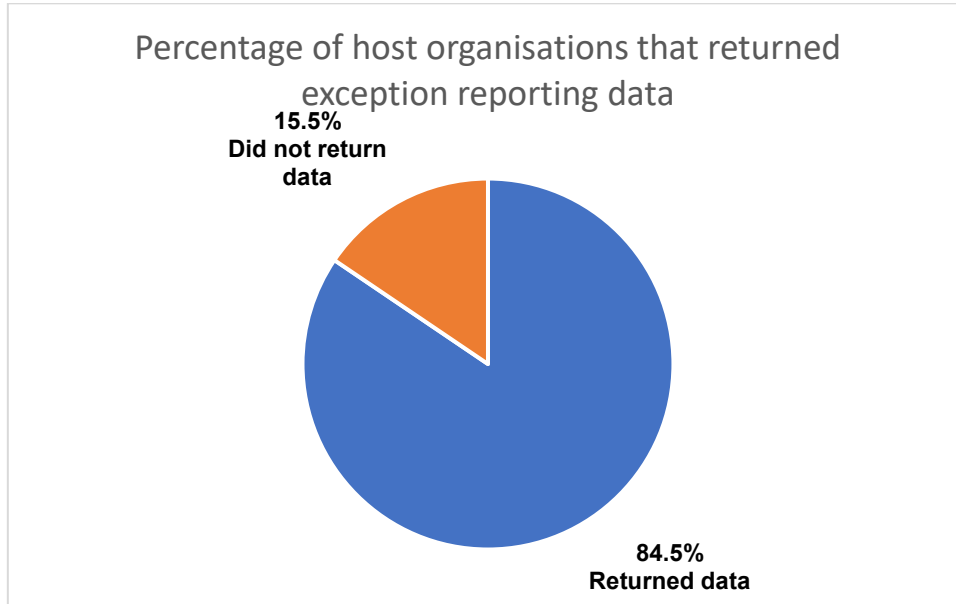
This chart below compares the total number of doctors under the 2016 TCS with those based in acute host organisations across regions:

### Doctors by Region



## 2. Exception Report Data Return Rate

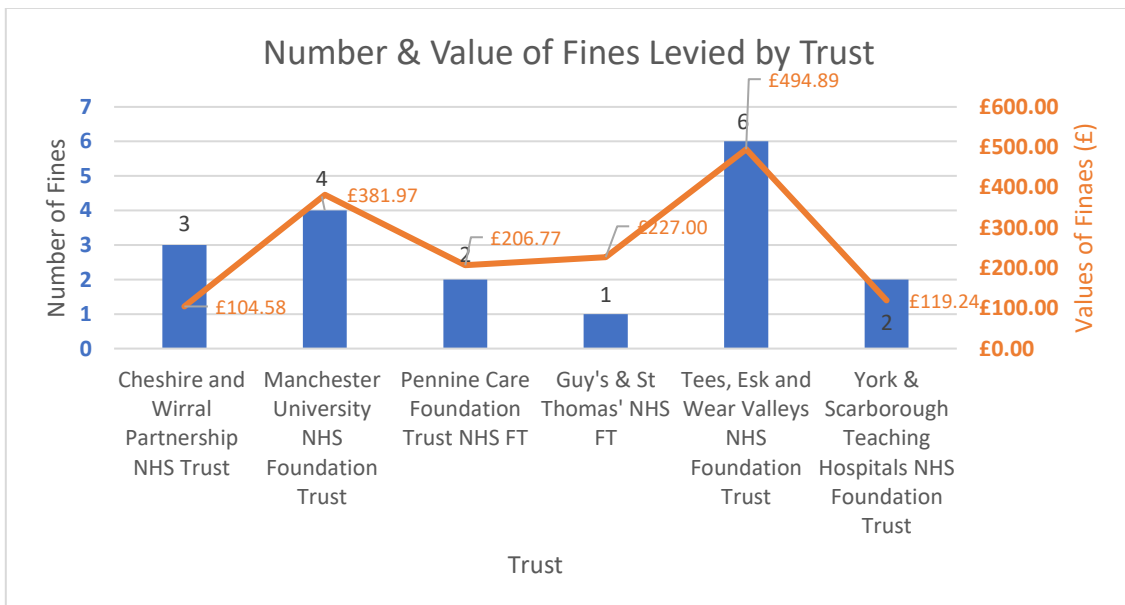
This pie chart illustrates the proportion of host organisations that submitted exception report data.



Appendix 1 provides detailed information on returns by region and trust.

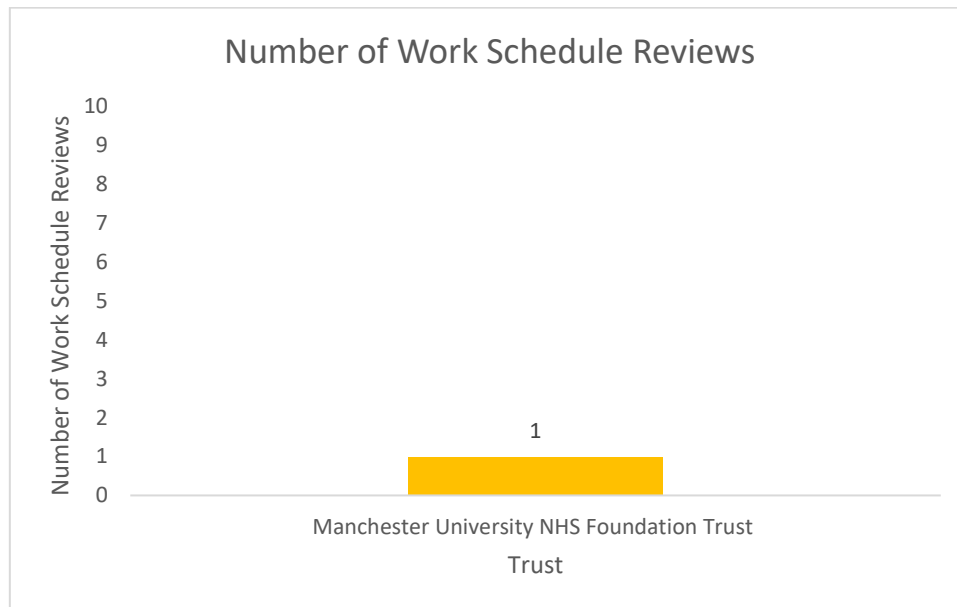
## 3. Fines Issued (October - December 2025)

Fines are levied for breaches of safe working patterns. The chart below shows both the number and value of fines by trust:



#### 4. Work Schedule Reviews

Work schedule reviews are triggered when exception reports suggest that a trainee’s schedule may be too demanding. The chart below shows the number of reviews conducted by trust:



#### 5. Issues & Actions

Improved communication with trusts has increased return rates from 66% historically to 84.5% this quarter. Continued engagement with non-responding organisations is ongoing to ensure full compliance and data accuracy.

#### 6. Conclusion & Recommendations

The Guardian is assured of the overall safety of working hours across host organisations. However, departments must remain vigilant, especially in high-intensity specialties, to ensure compliance with working hours while supporting NHS recovery efforts.

## Appendix 1 - Table of Exception Reports by Host organisation

Trust	No. of Exception Reports at CT1/2 and/or ST1/2 Level				No. of Outcomes at CT1/2 and/or ST1/2 Level			No. of Exception Reports at CT3 and/or ST3+ Level				No. of Outcomes at CT3 and/or ST3+ Level		
	Total Carried Forward	Total Raised	Total Closed	No. On-going	TOIL	Payment	Other - Please Specify e.g. No action required, created in error etc	Total Carried Forward	Total Raised	Total Closed	No. On-going	TOIL	Payment	Other - Please Specify e.g. No action required, created in error etc
<b>North West</b>														
Alder Hey Children's NHS Foundation Trust	2	2	4	0	1	3	0	1	0	1	0	1	0	0
Betsi Cadwaladr	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Blackpool Teaching Hospitals NHS FT	0	7	7	0	6	0	1	0	10	10	0	1	5	4
Bolton Hospital NHS Trust	1	32	32	1	0	31	1	0	9	9	0	2	7	0
Cheshire and Wirral Partnership NHS Trust	1	34	14	21	7	0	7	0	0	0	0	0	0	0
The Christie Hospital NHS FT	0	2	2	0	1	0	1	0	4	4	0	2	2	0
The Clatterbridge Centre	0	4	4	0	4	0	0	0	0	0	0	0	0	0
The Countess of Chester NHS FT	1	10	11	0	6	2	3	0	5	4	1	0	1	3
East Cheshire NHS Trust	1	15	2	14	0	1	1	4	0	0	4	0	0	0
East Lancashire Hospitals NHS Trust														

Greater Manchester Mental Health FT														
Lancashire Care & South Cumbria	1	13	14	0	13	1	0	0	10	10	0	10	0	0
Lancashire Teaching Hospitals NHS FT	0	19	16	3	14	0	2	0	45	41	4	32	0	8
Liverpool Heart and Chest Hospitals NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liverpool University Hospitals (Aintree / Royal Liverpool)	0	2	2	0	2	0	0	0	0	0	0	0	0	0
Liverpool Women's NHS FT	1	2	2	1	0	2	0	0	3	3	0	0	3	0
Manchester University NHS Foundation Trust	0	16	16	0	0	15	1	0	25	25	0	1	19	5
Mersey Care / Mid Mersey NHS FT	0	18	18	0	18	0	0	0	11	11	0	10	0	1
Mersey & West Lancashire Teaching Hospitals NHS Trust	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Mid Cheshire Hospitals NHS FT	0	14	14	0	11	0	3	0	4	4	0	4	0	0
Morecambe Bay Hospitals NHS Trust	0	12	12	0	12	0	0	0	3	3	0	3	0	0
Nobles Hospital														
Northern Care Alliance (Pennine)	0	16	16	0	11	5	0	0	10	10	0	5	5	0

Acute / Salford Royal)														
Pennine Care Foundation Trust NHS FT	0	10	10	0	8	1	1	0	3	3	0	1	2	0
Stockport NHS Foundation Trust														
Tameside & Glossop Acute NHS Trust	0	14	14	0	0	14	0	0	0	0	0	0	0	0
Walton Centre for Neurology NHS Trust	0	1	1	0	1	0	0	0	5	5	0	1	4	0
Warrington and Halton Hospitals NHS FT	9	17	18	8	5	5	8	0	4	3	1	1	1	1
Wirral University Hospitals NHS Trust	2	28	30	0	0	18	12	0	8	8	0	1	1	0
Wrightington, Wigan and Leigh NHS FT	7	11	18	0	0	17	1	0	8	8	0	2	5	1
<b>West Midlands</b>														
Birmingham And Solihull Mental Health NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Birmingham Women & Children's Hospital NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Birmingham Community	0	2	2	0	0	2	0	0	0	0	0	0	0	0

Healthcare NHS Trust														
Black Country Healthcare FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Coventry And Warwickshire Partnership NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
University Hospital Derby & Burton Hospitals NHS FT	0	9	9	0	7	0	2	0	0	0	0	0	0	0
George Eliot Hospital NHS Trust	0	3	3	0	1	0	2	0	0	0	0	0	0	0
Herefordshire and Worcestershire Health and Care NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Midlands Partnership NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robert Jones & Agnes Hunt Orthopaedic Hospital NHS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sandwell And West Birmingham Hospitals NHS Trust	0	3	3	0	3	0	0	0	0	0	0	0	0	0
Shrewsbury And Telford Hospital NHS Trust	0	9	9	0	0	9	0	0	0	0	0	0	0	0
South Warwickshire NHS Foundation Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0

The Dudley Group NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
The Royal Orthopaedic Hospital NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
The Royal Wolverhampton NHS Trust														
University Hospital Birmingham NHS Foundation Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
University Hospitals Coventry and Warwickshire NHS Trust														
University Hospitals of North Midlands NHS Trust														
Walsall Healthcare NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Worcestershire Acute Hospitals NHS Trust	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Wye Valley NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>East Midlands</b>														
Chesterfield Royal Hospital NHS Trust	0	4	4	0	0	2	2	0	0	0	0	0	0	0
Derbyshire Healthcare NHS FT	0	1	1	0	1	0	0	0	0	0	0	0	0	0

Kettering General Hospital NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Leicestershire Partnership NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lincolnshire Partnership NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northampton General Hospital NHS Trust	2	0	2	0	0	0	2	1	0	1	0	0	1	0
Northamptonshire Healthcare NHS FT	0	5	5	0	3	1	1	0	0	0	0	0	0	0
Nottingham University Hospitals NHS Trust														
Nottinghamshire Healthcare NHS FT	0	1	1	0	1	0	0	0	0	0	0	0	0	0
Sherwood Forest Hospitals NHS FT	0	1	1	0	1	0	0	0	0	0	0	0	0	0
United Lincolnshire Hospitals NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
University Hospitals of Leicester NHS Trust	0	2	2	0	2	0	0	0	0	0	0	0	0	0
<b>East of England</b>														
Bedfordshire Hospital NHS Trust	1	0	1	0	1	0	0	0	0	0	0	0	0	0
Cambridge University Hospitals NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Cambridgeshire and Peterborough NHS FT	0	1	1	0	1	0	0	0	0	0	0	0	0	0
East and North Hertfordshire NHS Trust														
East London Foundation Trust	2	53	48	7	13	34	1	0	1	1	0	0	1	0
Hertfordshire Partnership NHS FT	3	22	16	9	10	4	2	0	0	0	0	0	0	0
East Suffolk and North Essex NHS FT														
James Paget University Hospitals NHS FT	0	25	25	0	22	3	0	0	6	6	0	5	1	0
Luton & Dunstable University Hospital NHS FT	0	11	11	0	0	11	0	0	0	0	0	0	0	0
Mid & South Essex Hospital Services NHS Trust	6	34	34	0	2	14	2	0	0	0	0	0	0	0
Norfolk and Norwich University Hospitals NHS FT														
Norfolk and Suffolk NHS FT	0	3	3	0	0	3	0	0	0	0	0	0	0	0
North-West Anglia NHS FT	12	2	10	4	5	4	1	10	0	0	0	0	0	0
Essex Partnership University NHS FT	0	1	1	0	0	1	0	0	0	0	0	0	0	0
The Princess Alexandra Hospital NHS														

The Queen Elizabeth Hospital, King's Lynn, NHS FT	0	7	5	2	3	1	1	0	0	0	0	0	0	0
West Hertfordshire Hospitals NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
West Suffolk NHS FT	0	10	10	0	10	0	0	0	0	0	0	0	0	0
<b>London and South East</b>														
Central & NW London NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chelsea & Westminster Hospital NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Guy's & St Thomas' NHS FT	0	0	0	0	0	0	0	0	11	11	0	11	0	0
King's College Hospital NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
London Northwest Healthcare NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Royal Free London NHS FT	0	0	0	0	0	0	0	0	4	3	1	0	3	0
Royal Surrey County Hospital NHS FT														
St George's University Hospitals NHS Trust														
Barts Health NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0

University College London NHS FT														
<b>Thames Valley</b>														
Buckinghamshire Healthcare NHS Trust	0	39	38	1	1	35	2	0	0	0	0	0	0	0
Frimley Health Foundation Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Milton Keynes University Hospital FT	0	1	1	0	0	0	0	0	0	0	0	0	0	0
Oxford Health NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Oxford University Hospital FT	0	1	1	0	0	1	0	0	0	0	0	0	0	0
Royal Berkshire Healthcare FT														
The Royal Marsden NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Berkshire Healthcare FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Yorkshire &amp; Humber</b>														
York & Scarborough Teaching Hospitals NHS FT	0	17	17	0	12	2	3	0	0	0	0	0	0	0
Tees, Esk and Wear Valleys NHS Foundation Trust	0	7	7	0	1	0	6	0	11	11	0	0	6	5

KEY:

N/A	Not applicable / No Action Required
	No return received