

WORKFORCE COUNCIL COMMITTEE

Paper No:		
Title of paper: Lead Employer Report on Safe Working Hours: Doctors and Dentists in Training (October 2022 – December 2022)		
<p>Purpose: 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.</p> <ul style="list-style-type: none"> •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 St Helens and Knowsley Teaching Hospital NHS Trust is the LE. •LE Trainees based within a GP Practice and host organisations with less than 10 trainees are subject to a separate report. FY1/2 ERs are a matter for local host guardians and are not included in this report. 		
<p>Summary:</p> <p>From 103 organisations; return rate 61.17%</p> <p>Affects 6399 doctors under LE</p> <p>Work schedule reviews – 4 within the North-West region.</p> <p>Fines issued - 33 within the North-West region.</p>		
Corporate objectives met or risks addressed: Safe working hours for medical workforce in training		
Financial implications: Potential incurrence of fines and/or penalties owing to unsafe working practices		
Stakeholders: Trust-wide		
<p>Recommendation(s):</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>Discussion <input style="width: 80px; height: 25px; border: 1px solid black;" type="checkbox"/></p> <p>Information <input checked="" style="width: 80px; height: 25px; border: 1px solid black;" type="checkbox"/></p> </td> <td style="width: 50%; vertical-align: top;"> <p>Assurance <input style="width: 80px; height: 25px; border: 1px solid black;" type="checkbox"/></p> <p>Approval <input style="width: 80px; height: 25px; border: 1px solid black;" type="checkbox"/></p> </td> </tr> </table>	<p>Discussion <input style="width: 80px; height: 25px; border: 1px solid black;" type="checkbox"/></p> <p>Information <input checked="" style="width: 80px; height: 25px; border: 1px solid black;" type="checkbox"/></p>	<p>Assurance <input style="width: 80px; height: 25px; border: 1px solid black;" type="checkbox"/></p> <p>Approval <input style="width: 80px; height: 25px; border: 1px solid black;" type="checkbox"/></p>
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<p>Assurance Provided: No concern regarding patterns or proportions of exception reporting.</p> <p>Decisions Required: Continued observation</p> <p>Risks Identified and action taken: We are seeing steady return rates from host trusts; some guardians have left their positions, and some have no administrative support but the Lead Employer are working to ensure we have a definitive list of local GoSW contacts.</p> <p>Matters for escalation: None</p>		
Presenting officer: Mr Michael Chadwick, Guardian of Safe Working		
Date of meeting:		

Contents

1. Introduction
2. High level data
3. Exception reports (regarding working hours)
4. Work Schedule reviews
5. Fines
6. Issues arising and actions taken to resolve issues
7. Conclusion and Recommendations
8. Appendix 1 – Exception Reports by Region
9. Appendix 2 – Table of Exception Reports by Host organisation

1. Introduction

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 and host organisation as appropriate and provide assurance to the Board of the employing organisation that doctors' working hours are safe.

This report covers the period of October 2022 – December 2022.

2. High level data

Total number of host organisations	103	
Total number of host organisations returned exception report data	Number of organisations	% return rate
	63	61.17%

The table below shows the number of trainees split by region on the 2016 contract:

Region	Total number of Doctors employed under the 2016 Terms & Conditions of Service	Total number of Doctors employed under the 2016 Terms & Conditions of Service based within acute host organisations
North-West	6339	4860
West Midlands	1697	427
East Midlands	1280	377
East of England	1545	543
LaSE	51	31
Thames Valley	499	161
TOTAL	11,411	6,399

The above figures do not include Trainees currently OOP

3. Work schedule reviews

The non-elective service rota and work schedule (which is a pattern of work during elective duties) is a document distributed to trainees before they commence their placement with the host Trust. It includes generic information relating to the placement, such as learning opportunities, the rota template and pay details. The work schedule is adjusted locally by clinical/educational supervisors to suit the individual training needs of the trainee. If sufficient evidence from ERs suggests a trainee's work schedule is considered too onerous or likely to significantly affect training then a review is recommended so as to effect a change more suitable to the training needs of the trainee, either as an individual or in the case of the department as a whole a rota change.

There were 4 work schedule reviews within Manchester University NHS Foundation Trust between the period of October 22 – December 22.

4. Exception reports (regarding working hours)

Exception reporting is the mechanism used by trainees subject to the Terms and Conditions of Service for NHS Doctors and Dentists in training (England) 2016 to notify the trust when their day-to-day work varies significantly, or regularly from their agreed work schedule.

Of those host organisations who have returned exception report data, Appendix 1 sets out the exception reports made during October 2022 – December 2022. This includes the number of exception reports that have been raised and closed, what outcome was given and how many are outstanding/ on-going.

5. Fines

There were 32 fines levied at Manchester University NHS Foundation Trust and 1 fine levied at Morecambe Bay Hospitals NHS Trust within the period of October 2022 – November 2022.

6. Issues arising and actions taken to resolve issues

N/A

7. Conclusion and Recommendations

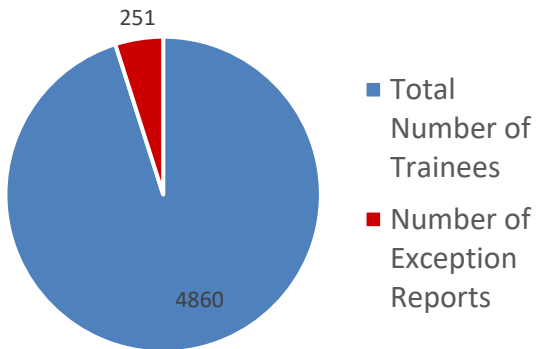
The GOSW is assured with the overall safety of working hours across the host organisations for trainees under the 2016 Terms and Conditions based on evidence from the exception reports submitted thus far. Concern for the safety of patients and wellbeing of their doctor providers is paramount and departments should be mindful of the need to control the hours limits set for these individuals despite the need to apply additional work as part of the post pandemic recovery. The GOSW would ask the Board to note this report and to consider the assurances provided thus far.

END

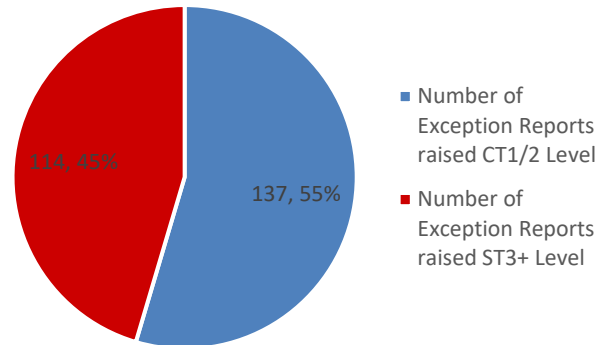
Appendix 1 – Exception Reports by Region

North West

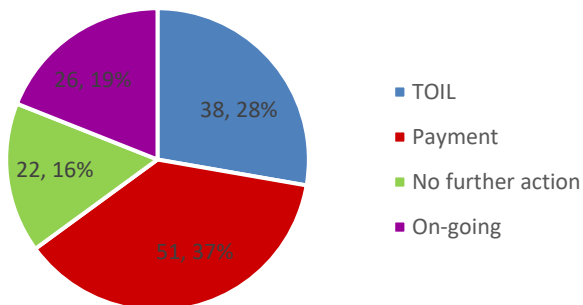
Number of Exception Reports Submitted



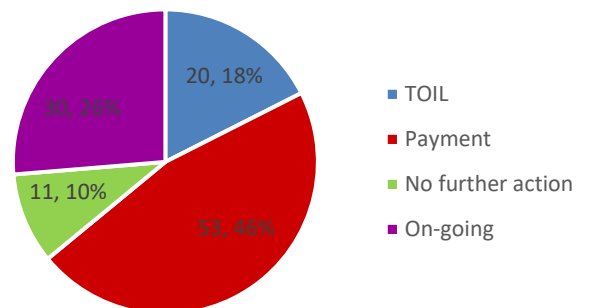
Level of Exception Reports Raised



Outcome of Exception Report CT1/2 Level



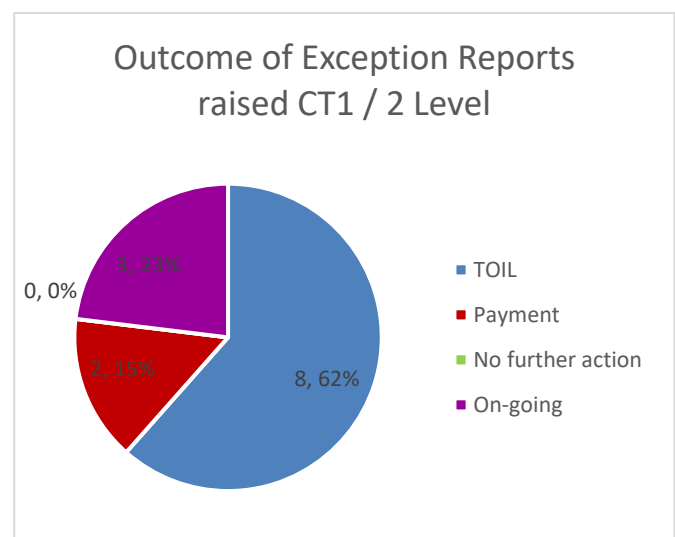
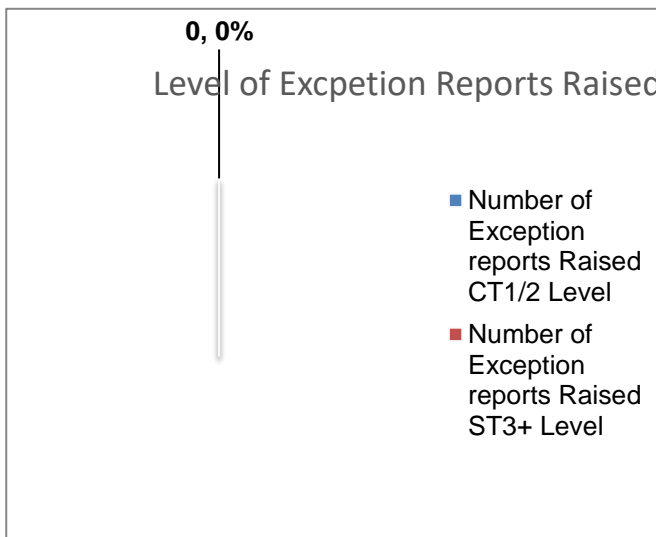
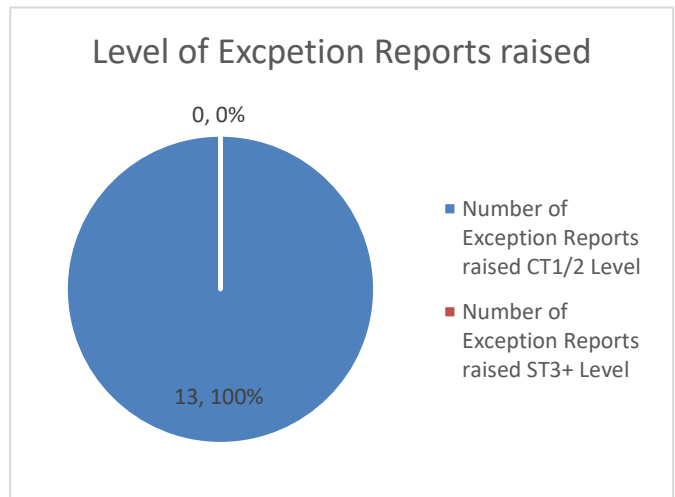
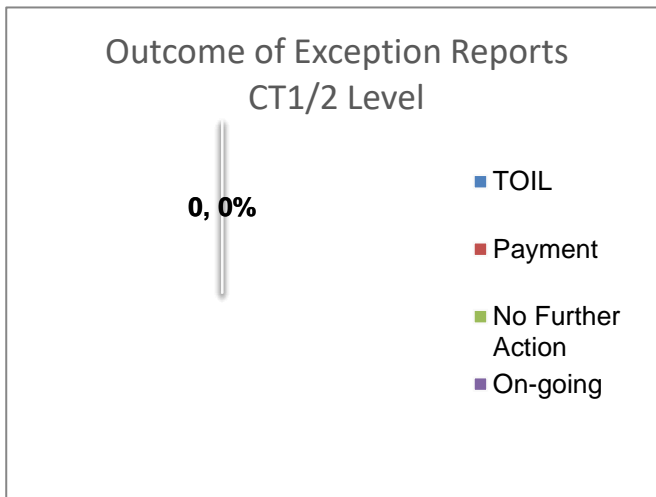
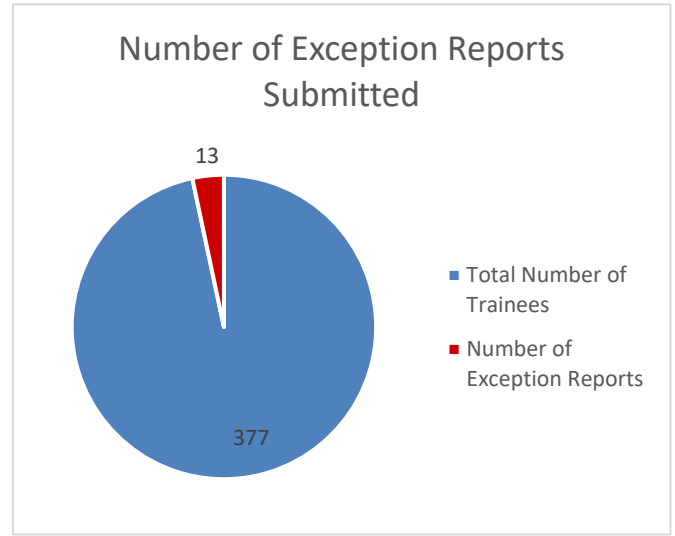
Outcome of Exception Reports ST3+ Level



West Midlands

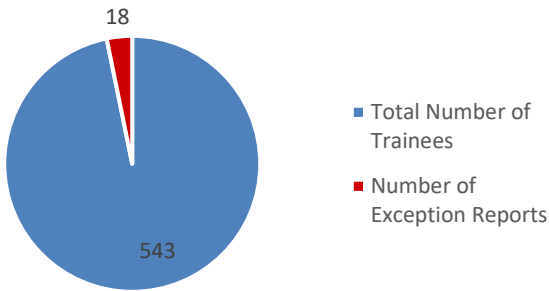


East Midlands



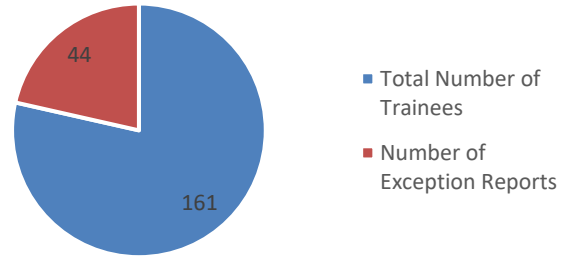
East of England

Number of Exception Reports Submitted

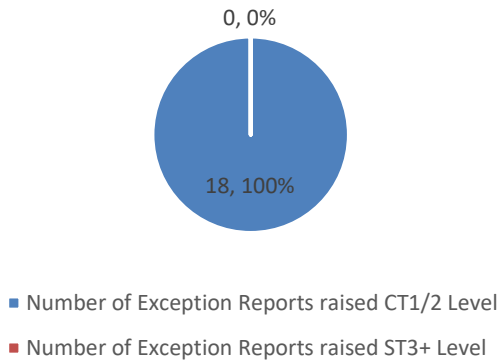


Thames Valley

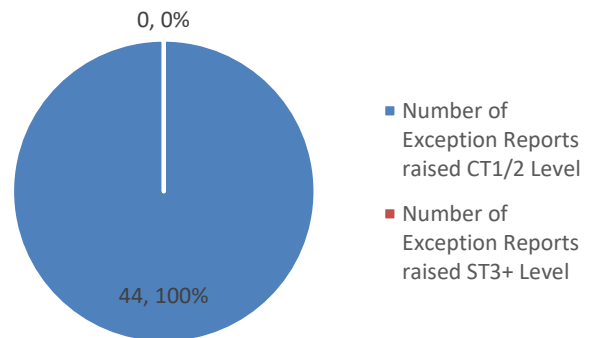
Number of Exception Reports Submitted



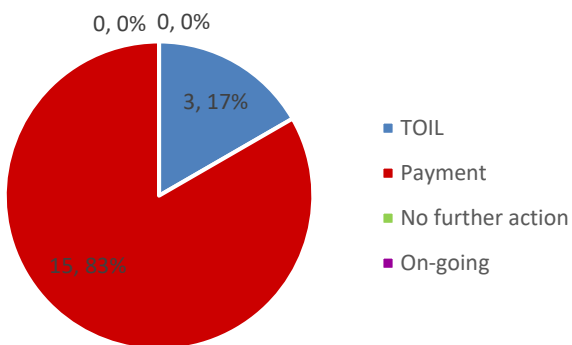
Level of Exception Reports Raised



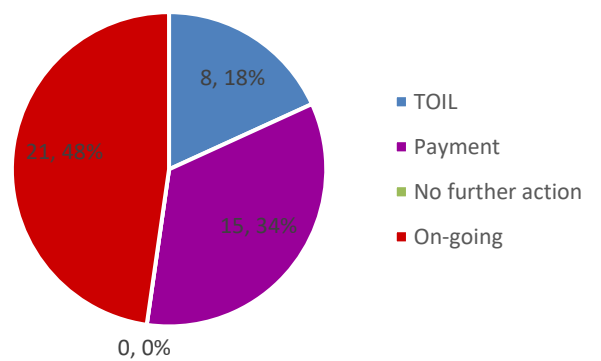
Level of Exception Reports Raised



Outcome of Exception Reports CT1 / 2 Level

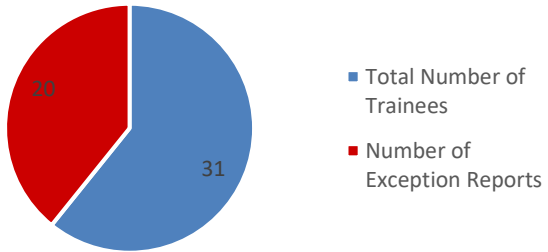


Outcome of Exception Reports CT1 / 2 Level

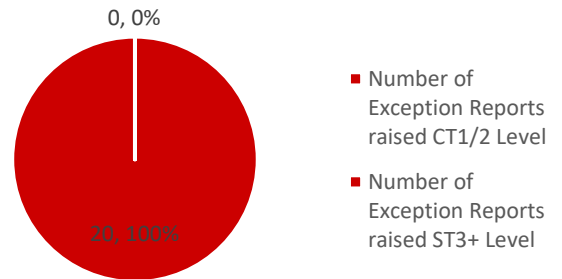


London and South-East (LaSE)

Number of Exception Reports Submitted



Level of Exception Reports Raised



Outcome of Exception Reports ST3+ Level

