

Title of Meeting	HR Commercial Services Council		Date	14 th October 2025
Agenda Item	HRCSC 1025/8a			
Report Title	Lead Employer Report on Safe Working Hours: Doctors and Dentists in Training (April 2025 – June 2025)			
Executive Lead	Malise Szpakowska, Chief People Officer			
Presenting Officer	Samanatha Ross, Head of Operations (Lead Employer)			
Action Required		To Approve	x	To Note
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.				
Executive Summary				
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. - From 103 organisations; data return rate 87.4%. - Affects 5801 doctors under LE arrangements. - Work schedule reviews - 13 North West. - 10 LASE. - 1 Yorkshire & Humber. - Fines issued – 18 within North-West. Totalling to £9,408.76.				
Financial Implications				
Potential incurrence of fines and/or penalties owing to unsafe working practices.				
Quality and/or Equality Impact				
Not Applicable.				
Recommendations				
The HR Commercial Services Council is asked to note the contents of this report and that assurance is provided that: - The Lead Employer is complying with its contractual obligations under the 2016 terms and conditions (T&Cs). - That doctors and dentists in training are not working excessive hours and are getting appropriate access to educational opportunities. To note the new proposed exception reporting process revised from the 12th September 2025 to the 4th February 2026				

Strategic Objectives	
	SO1 5 Star Patient Care – Care
X	SO2 5 Star Patient Care – Safety
	SO3 5 Star Patient Care – Pathways
	SO4 5 Star Patient Care – Communication
	SO5 5 Star Patient Care – Systems
X	SO6 Developing Organisation Culture and Supporting our Workforce
	SO7 Operational Performance
	SO8 Financial Performance, Efficiency and Productivity
	SO9 Strategic Plans

GoSW Lead Employer Report – Mr Mike Chadwick – April 2025 – June 2025

1. High-Level Data Overview

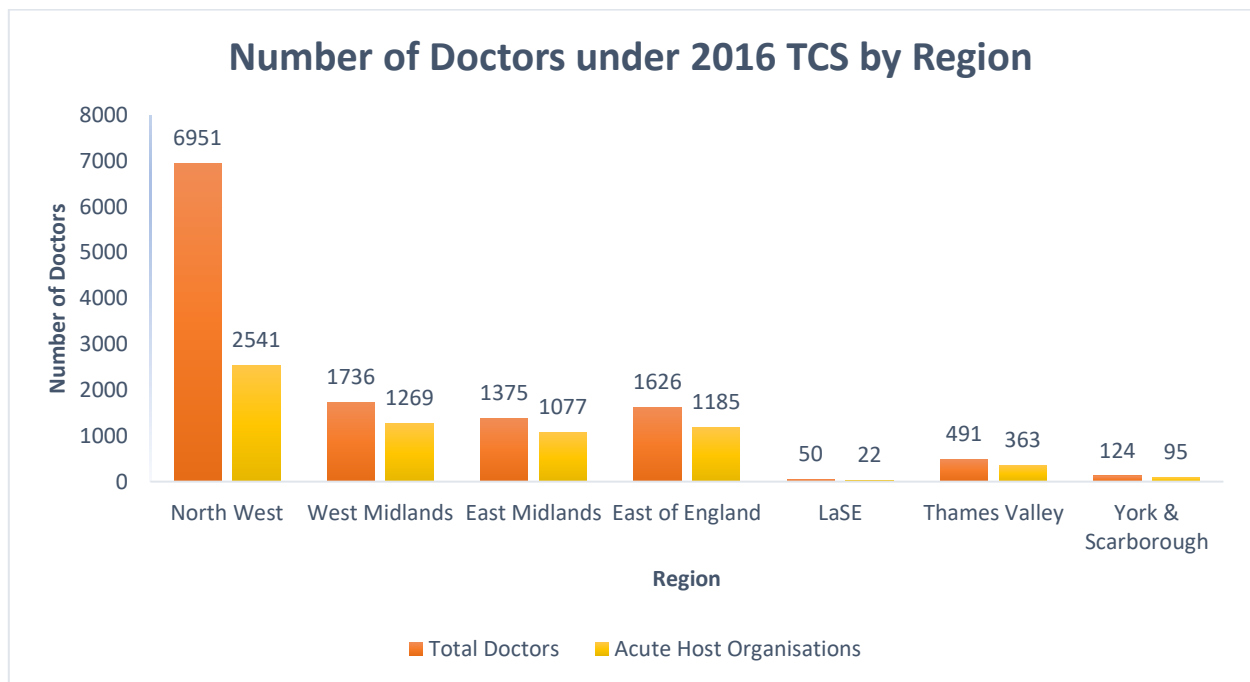
Total Host Organisations: 103

Returned Exception Report Data: 90

Return Rate: 87.4%

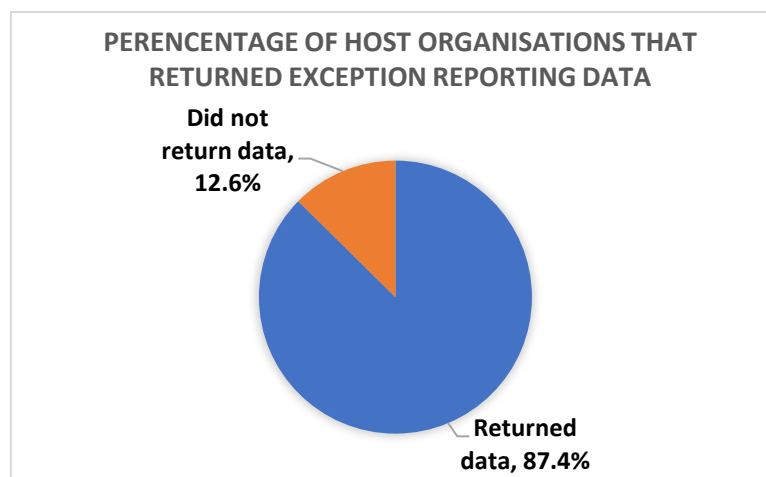
This chart below compares the total number of doctors under the 2016 TCS with those based in acute host organisations across regions:

Doctors by Region



2. Exception Report Data Return Rate

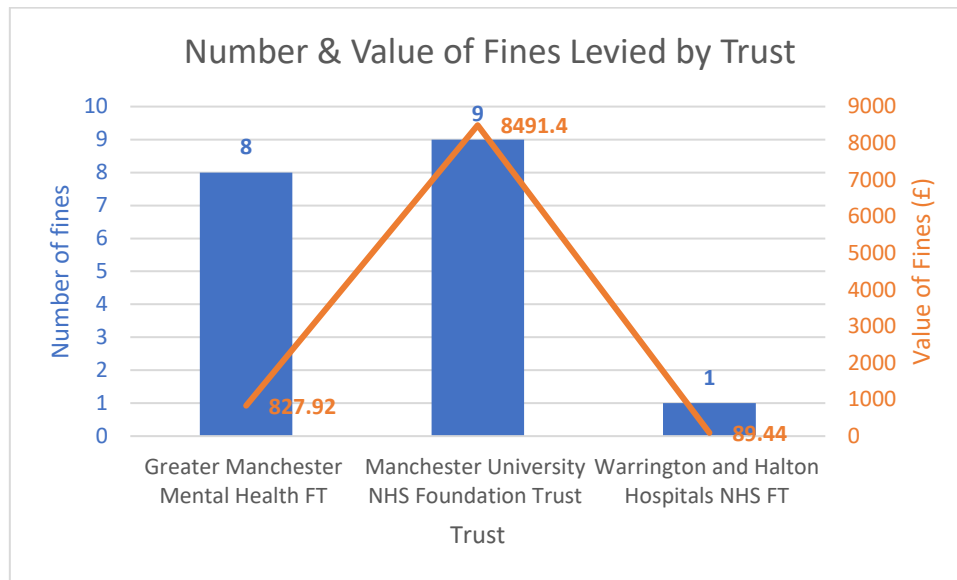
This pie chart illustrates the proportion of host organisations that submitted exception report data.



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

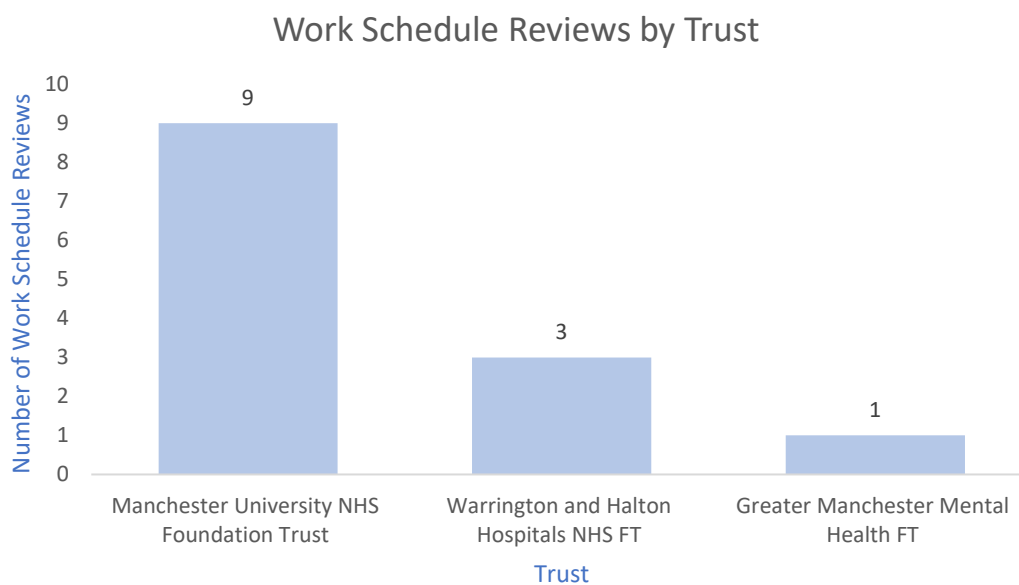
3. Fines Issued (April - June 2025)

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 87.4% this quarter. Continued engagement with non-responding organisations is ongoing to ensure full compliance and data accuracy.

6. Exception Reporting New Process

The new NHS rules regarding the Guardian of Safe Working Hours (GOSW) and exception reporting, were due to come into effect on the 12th September 2025, aiming to streamline the process and introduce fines for non-compliance. Key changes include removing clinical supervisors from the exception reporting review process, shifting responsibility to HR and the GOSW for greater confidentiality, and implementing fines for access and information breaches. The date to implement these changes have been delayed from the 12th September 2025 to the 4th February 2026 and are now published in version 13 of the 2016 Medical and Dental Terms and Conditions of employment. Employers are expected to begin preparations, if they have not already done so. All Resident Doctors based within a Trust hosting more than 10 Lead Employer Doctors will be expected to have mechanisms for those Doctors to exception report locally. All other resident Doctors employed by Lead employer will exception report via the Lead Employer system overseen by Dr Peter Arthur.

7. 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
North West														
Alder Hey Children's NHS Foundation Trust	0	1	1	0	1	0	0	0	7	7	0	2	0	5 x No Action Required
Betsi Cadwaladr														
Blackpool Teaching Hospitals NHS FT	1	4	5	0	1	2	2	0	1	1	0	0	1	0
Bolton Hospital NHS Trust	2	7	8	1	0	3	5	2	7	7	2	0	6	1
Cheshire and Wirral Partnership NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
The Christie Hospital NHS FT	0	13	13	0	10	1	2	0	4	4	0	4	0	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	4	5	0	3	2	0	2	4	6	0	1	4	0
East Cheshire NHS Trust	4	6	4	6	0	0	4 x No Action Required	0	10	9	1	5	4	0

East Lancashire Hospitals NHS Trust														
Greater Manchester Mental Health FT	0	2	2	0	1	1	0	4	26	26	4	10	10	7
Lancashire Care & South Cumbria	0	15	15	0	15	0	0	0	6	6	0	6	0	0
Lancashire Teaching Hospitals NHS FT	2	12	14	0	14	0	0	0	12	12	0	12	0	0
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)	6	2	6	2	6	0	0	0	5	0	5	0	0	0
Liverpool Women's NHS FT	0	10	9	1	1	5	2	0	0	0	0	0	0	0
Manchester University NHS Foundation Trust	0	19	19	0	9	8	1	1	34	35	0	4	23	8
Mersey Care / Mid Mersey NHS FT														
Mersey & West Lancashire Teaching Hospitals NHS Trust	0	1	1	0	0	0	1	0	0	0	0	0	0	0
Mid Cheshire Hospitals NHS FT	0	0	0	0	0	0	0	0	1	1	0	0	0	1
Morecambe Bay Hospitals NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Nobles Hospital	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northern Care Alliance (Pennine Acute / Salford Royal)	0	19	19	0	9	0	10	0	11	2	9	2	0	0
Pennine Care Foundation Trust NHS FT	0	3	3	0	2	1	0	0	1	1	0	0	1	0
Stockport NHS Foundation Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tameside & Glossop Acute NHS Trust	7	7	14	0	0	13	1 x No Action Required	0	2	2	0	1	1	0
Walton Centre for Neurology NHS Trust	0	0	0	0	0	0	0	4	6	10	0	0	10	0
Warrington and Halton Hospitals NHS FT	9	29	33	5	3	23	7	2	5	7	0	4	3	0
Wirral University Hospitals NHS Trust	2	7	9	0	2	5	2	0	2	2	0	0	2	0
Wrightington, Wigan and Leigh NHS FT	0	7	7	0	0	7	0	0	0	0	0	0	0	0
West Midlands														
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 Healthcare NHS Trust	0	2	2	0	2	0	0	0	0	0	0	0	0	0
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	8	0	1	0	0	0	0	0	0	0
George Eliot Hospital NHS Trust	1	4	0	4	0	0	0	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
North Staffordshire Combined NHS	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	1	1	0	1	0	0	0	0	0	0	0	0	0
Shrewsbury And Telford Hospital NHS Trust	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	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

East Midlands														
Chesterfield Royal Hospital NHS Trust	1	3	3	1	0	2	1 x No Action Required	0	0	0	0	0	0	0
Derbyshire Healthcare NHS FT	0	0	0	0	0	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	0	1	1	0	0	1	0	0	0	0	0	0	0	0
Northamptonshire Healthcare NHS FT	0	1	1	0	0	1	0	0	0	0	0	0	0	0
Nottingham University Hospitals NHS Trust														
Nottinghamshire Healthcare NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sherwood Forest Hospitals NHS FT	0	4	4	0	0	4	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	9	9	0	4	3	2 x No Action Required	0	0	0	0	0	0	0

East of England														
Bedfordshire Hospital NHS Trust														
Cambridge University Hospitals NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cambridgeshire and Peterborough NHS FT	1	0	0	0	0	0	0	0	0	0	0	0	0	0
East and North Hertfordshire NHS Trust	4	0	4	0	0	4	0	0	0	0	0	0	0	0
East London Foundation Trust	1	19	18	2	9	9	0	0	7	7	0	0	7	0
Hertfordshire Partnership NHS FT	0	14	13	1	4	4	5	0	3	1	2	1	0	0
East Suffolk and North Essex NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
James Paget University Hospitals NHS FT	0	22	22	0	21	1	0	0	2	2	0	2	0	0
Luton & Dunstable University Hospital NHS FT	0	8	8	0	0	8	0	0	0	0	0	0	0	0
Mid & South Essex Hospital Services NHS Trust	0	4	4	0	0	4	0	0	0	0	0	0	0	0
Norfolk and Norwich University Hospitals NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Norfolk and Suffolk NHS FT														

North-West Anglia NHS FT	0	13	10	3	0	10	0	0	13	12	1	0	12	0
Essex Partnership University NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
The Princess Alexandra Hospital NHS														
The Queen Elizabeth Hospital, King's Lynn, NHS FT	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
London and South East														
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	0	0	0	0	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														
Royal Surrey County Hospital NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Thames Valley														
Buckinghamshire Healthcare NHS Trust	0	6	6	0	4	2	0	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	6	6	0	4	2	0	0	0	0	0	0	0	0
Oxford Health NHS FT														
Oxford University Hospital FT	0	10	10	0	8	0	2 x No Action Required	0	0	0	0	0	0	0
Royal Berkshire Healthcare FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
The Royal Marsden NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Berkshire Healthcare FT														
Yorkshire & Humber														
York & Scarborough Teaching Hospitals NHS FT	0	10	10	0	2	1	7	0	0	0	0	0	0	0

Tees, Esk and Wear Valleys NHS Foundation Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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KEY:

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