

Title of Meeting	HR Commercial Services Council		Date	15 th July 2025
Agenda Item	HRCSC0725/8a			
Report Title	Lead Employer Report on Safe Working Hours: Doctors and Dentists in Training (January 2025 – March 2025)			
Executive Lead	Claire Scrafton, Deputy Director of HR and Governance			
Presenting Officer	Joanne Redhead, Assistant Director of HR (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 90.3% - Affects 6856 doctors under LE arrangements. - Work schedule reviews – 2 North West - Fines issued – 18 within North-West 10 within Midlands 1 Yorkshire & Humber 1 London & Southeast Totalling to £12,954.78				
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. - Assurance that the Lead Employer is complying with its contractual obligations under the 2016 terms and conditions (T&Cs). - Assurance 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 from 12th September 2025				
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 – January 2025– March 2025

1. High-Level Data Overview

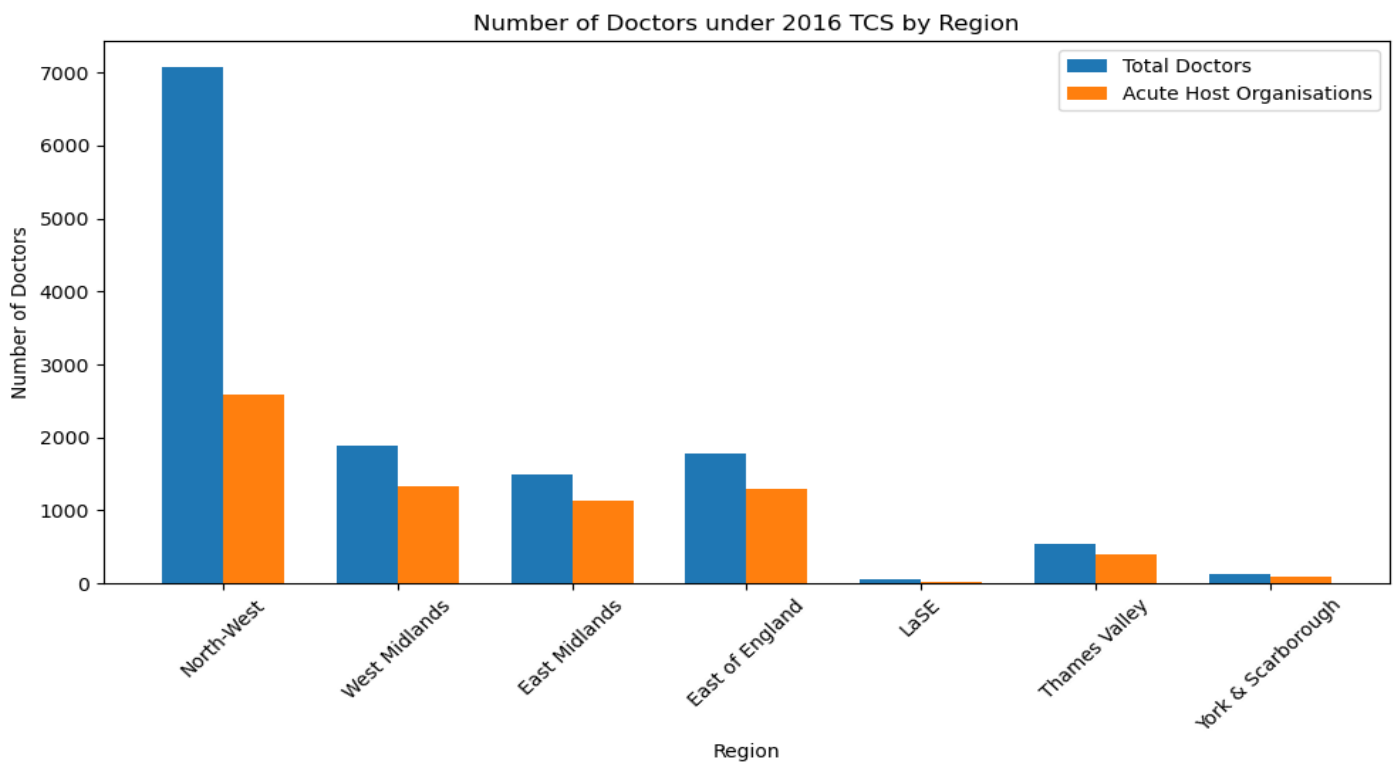
Total Host Organisations: 103

Returned Exception Report Data: 93

Return Rate: 90.3%

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

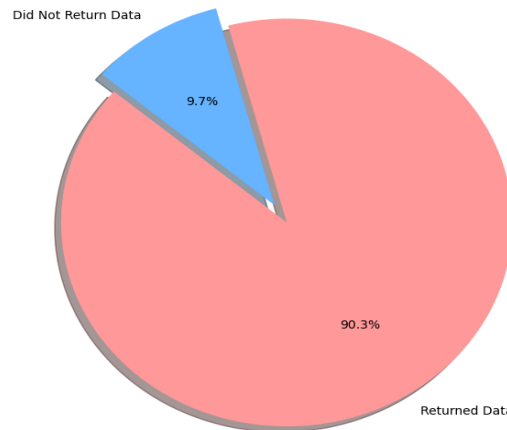
Doctors by Region



2. Exception Report Data Return Rate

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

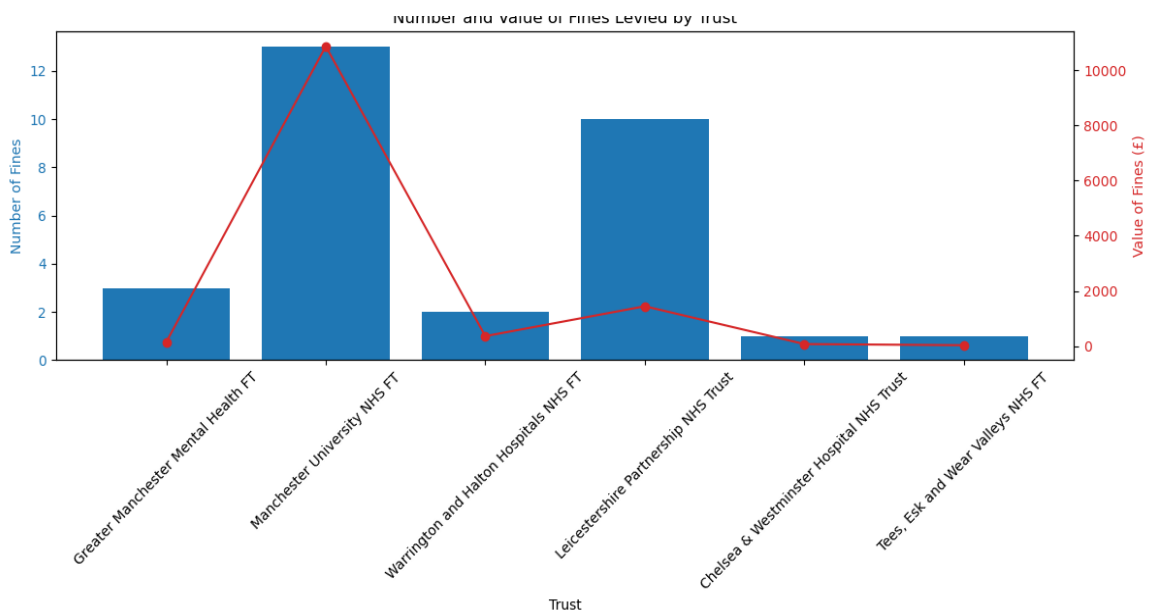
Percentage of Host Organisations that Returned Exception Report Data



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

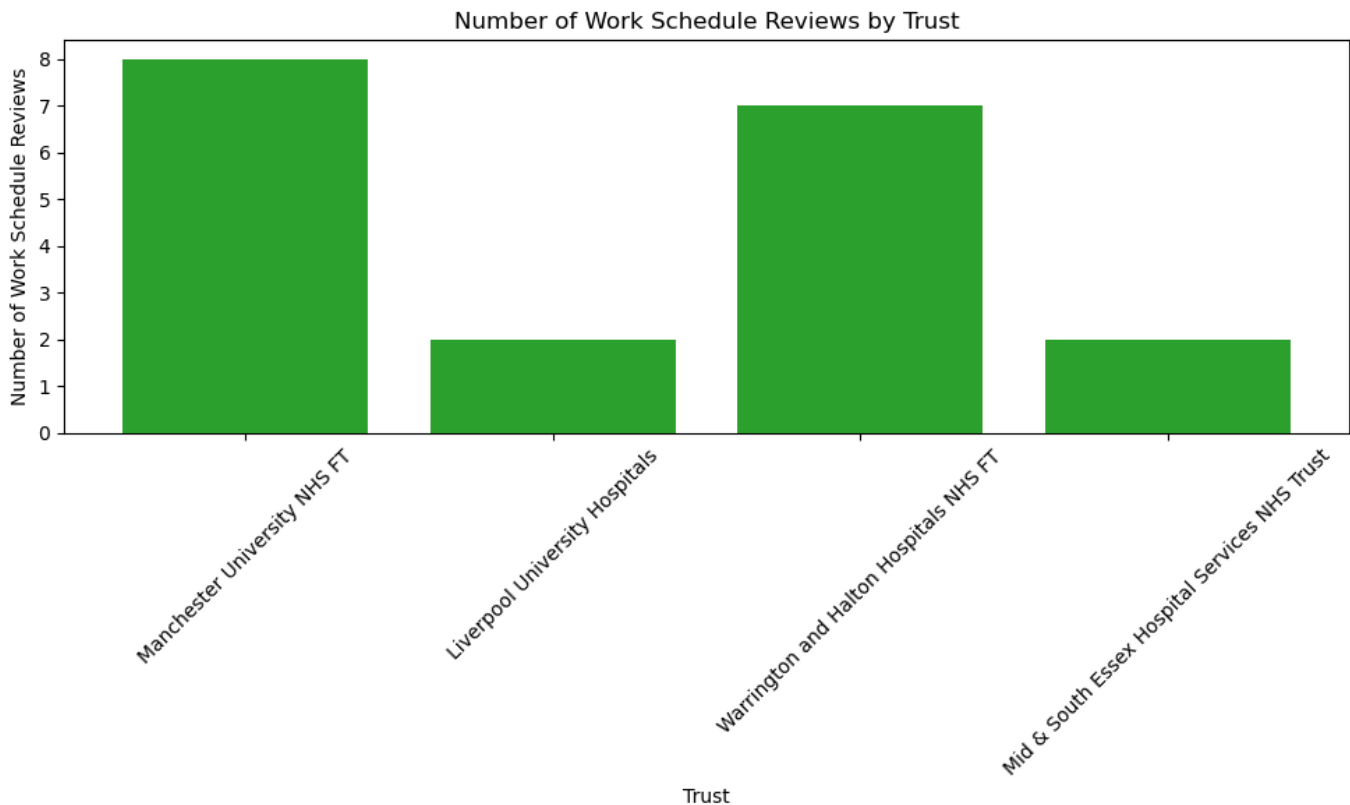
3. Fines Issued (Jan–March 2025)

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:



6. Issues & Actions

Improved communication with trusts has increased return rates from ~66% historically to 90.3% this quarter.

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

7. Exception Reporting New Process

The new NHS rules regarding the Guardian of Safe Working Hours (GOSW) and exception reporting, which come into effect on September 12, 2025, 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

8. 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 hour limits while supporting NHS recovery efforts.

END

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	2	2	0	1	0	1	4	5	9	0	7	0	2 x No Action Required
Betsi Cadwaladr														
Blackpool Teaching Hospitals NHS FT	1	4	5	0	1	4	0	1	0	1	0	0	1	0
Bolton Hospital NHS Trust	0	12	6	6	0	4	2	0	2	0	2	0	0	0
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														
The Clatterbridge Centre	0	2	2	0	2	0	0	0	0	0	0	0	0	0
The Countess of Chester NHS FT	1	12	12	1	3	2	7	7	4	8	3	1	1	1
East Cheshire NHS Trust	0	36	32	4	2	24	0	0	14	14	0	7	0	0
East Lancashire Hospitals NHS Trust	2	3	3	0	0	0	0	0	4	4	0	3	1	0

Greater Manchester Mental Health FT	4	6	9	1	6	0	3	1	7	5	3	1	0	0
Lancashire Care & South Cumbria	1	1	1	1	1	0	0	0	11	10	0	9	0	1
Lancashire Teaching Hospitals NHS FT	0	13	13	0	13	0	0	0	15	15	0	13	2	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 Lpool)	0	9	9	0	8	0	1	0	0	0	0	0	0	0
Liverpool Women's NHS FT		21	20	3	9	9	2	3	3	4	2	1	1	1
Manchester University NHS Foundation Trust	2	51	52	1	8	41	3	0	42	41	1	10	26	5
Mersey Care / Mid Mersey NHS FT	0	1	1	0	1	0	0	0	4	4	0	4	0	0
Mersey & West Lancashire Teaching Hospitals NHS Trust	14	7	18	3	15	1	2	0	1	0	0	0	0	0
Mid Cheshire Hospitals NHS FT	0	3	3	0	3	0	0	0	0	0	0	0	0	0
Morecambe Bay Hospitals NHS Trust	0	1	1	0	1	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	7	13	12	8	7	0	5	30	12	10	32	10	0	0

Acute / Salford Royal)														
Pennine Care Foundation Trust NHS FT	3	1	4	0	3	0	0	7	3	10	0	0	9	0
Stockport NHS Foundation Trust	0	3	0	3	0	0	0	0	0	0	0	0	0	0
Tameside & Glossop Acute NHS Trust	0	7	5	2	0	5	0	0	2	2	0	2	0	0
Walton Centre for Neurology NHS Trust	0	0	0	0	0	0	0	0	17	0	17	0	0	0
Warrington and Halton Hospitals NHS FT	0	9	7	2	5	0	2	1	7	5	3	4	1	0
Wirral University Hospitals NHS Trust	5	9	14	0	2	3	9	0	0	0	0	0	0	0
Wrightington, Wigan and Leigh NHS FT	0	4	4	0	0	3	1	0	3	3	0	0	3	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	0	0	0	0	0	0	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	14	14	0	7	4	1	0	0	0	0	0	0	0
George Eliot Hospital NHS Trust	0	2	2	0	2	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														
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	23	19	4	0	18	1	0	0	0	0	0	0	0
University Hospitals of North Midlands NHS Trust	0	1	1	0	0	1	0	0	0	0	0	0	0	0
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	1	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	2	1	0	1	0	0	0	0	0	0	0	0	0	0
Derbyshire Healthcare NHS FT	0	13	0	13	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	1	9	10	0	0	10	0	0	0	0	0	0	0	0
Lincolnshire Partnership NHS FT	0	1	1	0	1	0	0	0	0	0	0	0	0	0
Northampton General Hospital NHS Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northamptonshire Healthcare NHS FT	0	18	18	0	10	1	7	0	9	7	0	6	1	0
Nottingham University Hospitals NHS Trust	0	2	2	0	0	2	0	0	0	0	0	0	0	0
Nottinghamshire Healthcare NHS FT	24	3	25	2	25	0	0	0	0	0	0	0	0	0
Sherwood Forest Hospitals NHS FT	1	3	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	9	0	0	0	0	0	0	0	0	0
East of England														

Bedfordshire Hospital NHS Trust	5	6	0	11	0	0	0	0	0	0	0	0	0	0
Cambridge University Hospitals NHS FT														
Cambridgeshire and Peterborough NHS FT	0	1	0	1	0	0	0	0	0	0	0	0	0	0
East and North Hertfordshire NHS Trust														
East London Foundation Trust	2	16	16	2	13	3	0	0	18	18	0	6	7	5 x No Action Required
Hertfordshire Partnership NHS FT	0	6	6	0	3	0	0	0	2	2	0	1	0	0
East Suffolk and North Essex NHS FT														
James Paget University Hospitals NHS FT	0	20	20	0	7	7	6	0	4	4	0	0	3	1
Luton & Dunstable University Hospital NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mid & South Essex Hospital Services NHS Trust	0	6	6	0	4	0	2	0	0	0	0	0	0	0
Norfolk and Norwich University Hospitals NHS FT	0	12	12	0	1	11	0	0	0	0	0	0	0	0
Norfolk and Suffolk NHS FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0

North-West Anglia NHS FT	4	5	4	5	0	4	0	0	0	0	0	0	0	0
Essex Partnership University NHS FT	0	2	1	1	1	1	0	0	2	2	0	0	2	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	3	10	12	1	2	6	4	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	15	15	0	0	5	10	0	0	0	0	0	0	0
Guy's & St Thomas' NHS FT	0	1	1	0	0	1	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	15	15	0	10	5	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Oxford University Hospital FT	0	0	0	0	0	0	0	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	1	8	8	1	7	0	1	0	0	0	0	0	0	0

Tees, Esk and Wear Valleys NHS Foundation Trust	0	1	1	0	0	1	0	0	0	0	0	0	0	0
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KEY:

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