Glasgow Health Board, GLASGOW AIRPORT, Accident and emergency, CL04 EMRS March 2023, STR, Non Resident. No monitoring.

Band 1A (Based on template only)

Steps through the banding flowchart:

 - New Deal Compliant

 - Average work 48 hours a week or less

 - Work pattern is a full shift, partial shift or hybrid

 - More than 1/3 of duty hours outside 7am to 7pm Mon-Fri (.609)

Note: The band of a rota may change if monitored hours of work are different to those suggested by the theoretical work pattern. It is particularly important to remember this if a theoretical work pattern is close to the limits of a particular payband. Differences between calculated prospective cover and actual work done by doctors to cover absent colleagues can also cause a variance between theoretical and monitored bands.

Template - No Prospective Cover

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 61:20 | 71:13 |  |
| Average weekly hours of work | 36:40 | 56:00 |  |
| Longest weekend on call duty | 48:00 | 56:00 |  |
| Longest duty (Full Shift) | 09:00 | 14:00 |  |
| Longest weekday on call duty | 24:00 | 32:00 |  |
| Short off duty (after on call) | 24:00 | 12:00 |  |
| Short off duty (after others) | 63:00 | 08:00 |  |
| Longest 'off duty' period | 63:00 | 62:00 |  |
| Next longest 'off duty' period | 57:00 | 48:00 |  |
| Maximum consecutive duty days |  2 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |
| Ave tot rest wkday (On Call) | 08:20 | 07:10 | (50% of out of hours duty) |
| Ave tot rest wkend (On Call) | 12:00 | 12:00 | (50% of out of hours duty) |
| % of duties with adequate rest |  88 | 75 |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 44:40 | 48:00 |  |
| Starting each Monday, a 35 hour continuous rest in 7 days or a 59 hour continuous rest in 14 days | OK |  |  |
| 11 hrs continuous rest in any 24 hour period | Warning  |  | Sat of week 2 does not have an 11 hour continuous break. There are 24 hours of work. Mon of week 1 did not pass 11hr rule but had adequate compensatory rest. A total of 6 days failed but had adequate compensatory rest. |

Scottish Government Additional Compliance Checks

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| No more than 7 consecutive duties in a row | OK | 7 |  |
| After nights are rostered, there must be a 46 hr minimum rest period after | OK  | 46:00 |  |
| No more than 6 consecutive night duties in a row | OK | 6 |  |

Availability of normal days (Based on template only)

In a 52 week period, doctors are available during normal hours on 88 days

This reduces to 28 assuming that 60 of these days will be taken as leave

This is equivalent to 0.54 days per week.

See the paper "The European Working Time Directive 2009" by Yasmin Ahmed-Little and Matthew Bluck in "The British Journal of Health Care Management" 2006, Vol. 12, No. 12 for details of the calculation and its implications.

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | A: WkDay OC07:00 07:00 | Zero Hours | A: WkDay OC07:00 07:00 | Zero Hours | A: WkDay OC07:00 07:00 |  |  |
| 2 | A: WkDay OC07:00 07:00 | Zero Hours | C: 3rd On07:00 16:00 | Zero Hours | Zero Hours | B: WkEnd OC07:00 07:00 | B: WkEnd OC07:00 07:00 |
| 3 | Zero Hours | Zero Hours | D: 3rd On L16:00 23:00 | Zero Hours | A: WkDay OC07:00 07:00 |  |  |

Template normal working days

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Normal Week | Start | End | Rest | Hours | Num of Diary Cards | Ave Start | Ave End | Ave Rest | Ave Hours |
| Mon | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 09:00 | 17:00 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |

Template on call duties

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Name | Intensity | Resident | Start | End | Rest | Hours | Num of Diary Cards | Ave Start | Ave End | Ave Rest | Ave Hours |
| A: WkDay OC | On Call | No | 07:00 | 07:00 | 10:00 | 24:00 | 0 |  |  |  |  |
| B: WkEnd OC | On Call | Yes | 07:00 | 07:00 | 12:00 | 24:00 | 0 |  |  |  |  |
| C: 3rd On | Full Shift | Yes | 07:00 | 16:00 | 00:00 | 09:00 | 0 |  |  |  |  |
| D: 3rd On L | On Call | Yes | 16:00 | 23:00 | 00:00 | 07:00 | 0 |  |  |  |  |

Narrative

|  |  |  |
| --- | --- | --- |
| Date | Source | Comments |
| 31/03/2023 15:25 | lsutherland | On-call shifts: Resident/Base 07:00-18:00, 1st OC Home 18:00-23:00. 2nd OC Home 23:00-07:00. |

**New Deal / WTR Footnote**

This Non Resident On Call rota has been checked and complies with the limits of the New Deal Contract for Training Grade Doctors, and the limits of the Working Time Regulations, including the 48 hour working week. This rota also complies with Scottish Government limits.

On-going compliance relies on start and finish times being adhered to, rest and breaks being achieved on at least 75% of occasions, and all other New Deal limits being met.

For New Deal during the On Call shifts, 50% of the out of hours time is required as rest, with five hours of this being continuous between 10pm and 8am. For WTR an 11 hour rest period is required in each 24 hour period.

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**6th April 2023.**