Glasgow Health Board, QEUH, Renal medicine, **RS11 August 2022**, STR, Non Resident. No monitoring.

**Band 2A** (Based on template only)

Steps through the banding flowchart:

- New Deal Compliant

- Average work above 48 hours a week

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

- 1 weekend in 3 or more frequent (1 in 2.33)

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.

Riddell Formula Calculations

Prospective cover for: Duties outside normal hours.

Leave: STR - 71 days/annum for 6 doctors = 426 days/annum

Total leave to be covered for the group = 426 days/annum

Between 6 doctors this is 71 days/annum each (14.2 wks/annum each)

Number of hours in a leave week = 40 (the hours in the normal working week)

For every leave day in the pattern, 08:00 hours has been added to the duty and work hours

(This figure is a fifth of the hours in a leave week)

Riddell hours = (Wkly hrs\*52 - Hol Wks\*Hrs in leave wk)/(52-Hol wks)

Riddell duty hours = ( 3154.29\*52 - 14.2 \* 2400)/(52 - 14.2) = 3437.64 = 57:18

Riddell work hours = ( 2794.29\*52 - 14.2 \* 2400)/(52 - 14.2) = 2942.4 = 49:02

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 57:18 | 63:38 |  |
| Average weekly hours of work | 49:02 | 56:00 |  |
| Longest duty (24Hr Part) | 24:00 | 24:00 |  |
| Longest duty (Full Shift) | 08:00 | 14:00 |  |
| Shortest off duty | 16:00 | 08:00 |  |
| Longest 'off duty' period | 71:30 | 62:00 |  |
| Next longest 'off duty' period | 64:30 | 48:00 |  |
| Maximum consecutive duty days | 5 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |
| Ave tot rest wkday (24Hr Part) | 06:00 | 06:00 |  |
| Ave tot rest wkend (24Hr Part) | 06:00 | 06:00 |  |
| % of duties with adequate rest | 100 | 75 |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 45:06 | 48:00 | Calculated with AL removed as per CEL 14 (2009) |
| 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 |  | Mon of week 1 did not pass 11hr rule but had adequate compensatory rest. A total of 7 days failed but had adequate compensatory rest. |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | D: 24 PS  09:00 09:00 | Zero Hours | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 |  | P: Sun 24 PS  08:15 08:15 |
| 2 | Zero Hours | D: 24 PS  09:00 09:00 | Zero Hours | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 |  |  |
| 3 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | D: 24 PS  09:00 09:00 | Zero Hours | Stnd Day  08:30 16:30 | G: Sat 24 PS  08:30 08:30 |  |
| 4 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | D: 24 PS  09:00 09:00 | Zero Hours |  |  |
| 5 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | D: 24 PS  09:00 09:00 |  |  |
| 6 | A: Handover  08:00 16:00 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 |  |  |
| 7 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 | Stnd Day  08:30 16:30 |  |  |

Template normal working days

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Normal Week | Start | End | Rest | Hours | Num of Diary Cards | Ave Start | Ave End | Ave Rest | Ave Hours |
| Mon | 08:30 | 16:30 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 08:30 | 16:30 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 08:30 | 16:30 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 08:30 | 16:30 | 00:00 | 08:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 08:30 | 16:30 | 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: Handover | Full Shift | Yes | 08:00 | 16:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| D: 24 PS | 24hr Partial | No | 09:00 | 09:00 | 06:00 | 24:00 | 0 |  |  |  |  |
| G: Sat 24 PS | 24hr Partial | No | 08:30 | 08:30 | 06:00 | 24:00 | 0 |  |  |  |  |
| P: Sun 24 PS | 24hr Partial | No | 08:15 | 08:15 | 06:00 | 24:00 | 0 |  |  |  |  |

**New Deal / WTR Footnote**

This 24 Hour Partial Shift 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, assuming that compensatory rest is give after each resident 24 Hour Partial Shift. 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 24 Hour Partial Shift, six hours rest is required during the out of hours period, with four hours of this being continuous between 10pm and 8am. For WTR an 11 hour rest period is required in each 24 hour period. Compensatory rest will be given to achieve this.

Riddell is included for all leave.

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**16th September 2022.**