Glasgow Health Board, Beatson, Medical Oncology, RS14 16DR 22nd October 2020 DG, STR, Resident. No monitoring.

Band 1B (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

- Less than 1/3 of duty hours outside 7am to 7pm Mon-Fri (.183) and less than 1 weekend in 4 (1 in 5.33)

**Riddell Formula Calculations**  
Prospective cover for: Duties outside normal hours.  
  
Leave: STR - 66 days/annum for 17 doctors = 1122 days/annum  
  
Total leave to be covered for the group = 1122 days/annum  
Between 17 doctors this is 66 days/annum each (13.2 wks/annum each)  
  
The normal working week = 44:00 per week.  
Number of hours in a leave week = 44 (the hours in the normal working week)  
For every leave day in the pattern, 08:48 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 = ( 2765.29\*52 - 13.2 \* 2640)/(52 - 13.2) = 2807.92 = 46:48  
Riddell work hours = ( 2765.29\*52 - 13.2 \* 2640)/(52 - 13.2) = 2807.92 = 46:48

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 46:55 | 56:00 |  |
| Average weekly hours of work | 46:55 | 56:00 |  |
| Longest duty period | 13:00 | 14:00 |  |
| Shortest off duty | 11:00 | 08:00 |  |
| Longest 'off duty' period | 335:30 | 62:00 |  |
| Next longest 'off duty' period | 243:00 | 48:00 |  |
| Maximum consecutive duty days | 7 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 45:25 | 48:00 | As per CEL14(2009) Calculatons |
| Average hours (before adjustments) | 46:11 |  |  |
| 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 | OK |  |  |

Template work pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Wk | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| 1 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | D: Nights  20:30 09:30 | D: Nights  20:30 09:30 | D: Nights  20:30 09:30 |
| 2 | Zero Hours | Zero Hours | Zero Hours | Zero Hours | Zero Hours |  |  |
| 3 | Leave | Leave | Leave | Leave | Leave |  |  |
| 4 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | E: Short Fri  09:00 17:30 |  |  |
| 5 | C: Long Day  09:00 21:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Zero Hours | F: Short Wkd  09:00 18:00 | A: Short Wkd Sun  12:00 20:00 |
| 6 | Stnd Day  09:00 18:00 | C: Long Day  09:00 21:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | E: Short Fri  09:00 17:30 |  |  |
| 7 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | C: Long Day  09:00 21:00 | Stnd Day  09:00 18:00 | E: Short Fri  09:00 17:30 |  |  |
| 8 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | C: Long Day  09:00 21:00 | E: Short Fri  09:00 17:30 |  |  |
| 9 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | C: Long Day  09:00 21:00 | C: Long Day  09:00 21:00 | C: Long Day  09:00 21:00 |
| 10 | Zero Hours | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | E: Short Fri  09:00 17:30 |  |  |
| 11 | Leave | Leave | Leave | Leave | Leave |  |  |
| 12 | D: Nights  20:30 09:30 | D: Nights  20:30 09:30 | D: Nights  20:30 09:30 | D: Nights  20:30 09:30 | Zero Hours |  |  |
| 13 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | E: Short Fri  09:00 17:30 |  |  |
| 14 | K: Back Shift  12:00 21:00 | K: Back Shift  12:00 21:00 | K: Back Shift  12:00 21:00 | K: Back Shift  12:00 21:00 | E: Short Fri  09:00 17:30 |  |  |
| 15 | G: Clinic Week  09:00 17:00 | G: Clinic Week  09:00 17:00 | G: Clinic Week  09:00 17:00 | G: Clinic Week  09:00 17:00 | G: Clinic Week  09:00 17:00 |  |  |
| 16 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | Stnd Day  09:00 18:00 | E: Short Fri  09:00 17:30 |  |  |

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 | 18:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 09:00 | 18:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 09:00 | 18:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 09:00 | 18:00 | 00:00 | 09:00 | 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: Short Wkd Sun | Full Shift | Yes | 12:00 | 20:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| C: Long Day | Full Shift | Yes | 09:00 | 21:00 | 00:00 | 12:00 | 0 |  |  |  |  |
| D: Nights | Full Shift | Yes | 20:30 | 09:30 | 00:00 | 13:00 | 0 |  |  |  |  |
| E: Short Fri | Full Shift | Yes | 09:00 | 17:30 | 00:00 | 08:30 | 0 |  |  |  |  |
| F: Short Wkd | Full Shift | Yes | 09:00 | 18:00 | 00:00 | 09:00 | 0 |  |  |  |  |
| G: Clinic Week | Full Shift | Yes | 09:00 | 17:00 | 00:00 | 08:00 | 0 |  |  |  |  |
| K: Back Shift | Full Shift | Yes | 12:00 | 21:00 | 00:00 | 09:00 | 0 |  |  |  |  |
| T: Research | Full Shift | Yes | 09:00 | 18:00 | 00:00 | 09:00 | 0 |  |  |  |  |

**New Deal / WTR Footnote**

This Full Shift rota has been checked and complies with the limits of the New Deal Contract for Training Grade Doctors.

On-going compliance relies on start and finish times being adhered to, natural breaks being achieved as per HDL 2003\_10 and all other New Deal limits being met.

This rota also complies with the limits of the Working Time Regulations, including the 48 hour working week, as well as Scottish Government limits.

Riddell is included for all leave.

Daniel MacDonald

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**25th June 2021.**