Glasgow Health Board, RHCG, Traumatic and Orthopaedic Surgery, **WC04** August 2022, STR, Resident.

**Band 2B** (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

- Less than 1/3 of duty hours outside 7am to 7pm Mon-Fri (.330) and less than 1 weekend in 3 (1 in 3.50)

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 7 doctors = 497 days/annum

Total leave to be covered for the group = 497 days/annum

Between 7 doctors this is 71 days/annum each (14.2 wks/annum each)

The normal working week = 45:00 per week.

Number of hours in a leave week = 45 (the hours in the normal working week)

For every leave day in the pattern, 09:00 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 = ( 2948.57\*52 - 14.2 \* 2700)/(52 - 14.2) = 3041.95 = 50:42

Riddell work hours = ( 2948.57\*52 - 14.2 \* 2700)/(52 - 14.2) = 3041.95 = 50:42

New Deal Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of duty | 50:42 | 56:00 |  |
| Average weekly hours of work | 50:42 | 56:00 |  |
| Longest duty period | 13:00 | 14:00 |  |
| Shortest off duty | 11:00 | 08:00 |  |
| Longest 'off duty' period | 83:00 | 62:00 |  |
| Next longest 'off duty' period | 75:00 | 48:00 |  |
| Maximum consecutive duty days | 5 | 13 |  |
| 62+48 hr. breaks every 28 days | OK |  |  |

European Working Time Directive Analysis

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Actual | Target | Comments |
| Average weekly hours of work | 47:31 | 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 | OK |  |  |

Availability of normal days (Based on template only)

In a 52 week period, doctors are available during normal hours on 0 days

This reduces to 0 assuming that 0 of these days will be taken as leave

This is equivalent to 0 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 | D: Nights  20:00 09:00 | D: Nights  20:00 09:00 | D: Nights  20:00 09:00 | D: Nights  20:00 09:00 | Zero Hours |  |  |
| 2 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Zero Hours | Stnd Day  08:00 17:00 | C: Long Day  08:00 21:00 | C: Long Day  08:00 21:00 | C: Long Day  08:00 21:00 |
| 3 | Zero Hours | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 4 | C: Long Day  08:00 21:00 | C: Long Day  08:00 21:00 | C: Long Day  08:00 21:00 | C: Long Day  08:00 21:00 | Zero Hours |  |  |
| 5 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Zero Hours | D: Nights  20:00 09:00 | D: Nights  20:00 09:00 | D: Nights  20:00 09:00 |
| 6 | Zero Hours | Zero Hours | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |
| 7 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 | Stnd Day  08:00 17:00 |  |  |

Template normal working days

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Normal Week | Start | End | Rest | Hours | Num of Diary Cards | Ave Start | Ave End | Ave Rest | Ave Hours |
| Mon | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Tue | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Wed | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Thu | 08:00 | 17:00 | 00:00 | 09:00 | 0 | 00:00 | 00:00 | 00:00 | 00:00 |
| Fri | 08:00 | 17:00 | 00:00 | 09:00 | 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 |
| C: Long Day | Full Shift | Yes | 08:00 | 21:00 | 00:00 | 13:00 | 0 |  |  |  |  |
| D: Nights | Full Shift | Yes | 20:00 | 09:00 | 00:00 | 13:00 | 0 |  |  |  |  |