

Report to: Board of Directors (Public)
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Report of: Dr Vincent Kirchner, Medical Director
FoI status: Report can be made public

Strategic priority supported: *Helping People to live well*

Cultural pillars supported: *We value each other / We are empowered / We keep things simple / We are connected*

Title: Quarterly Report on Safe Working Hours for Doctors in Training

Executive Summary

- This is the second quarterly report with regard to safe working hours for doctors in training.
- The transition to the new junior doctor contract in Camden & Islington NHS Foundation Trust started in February 2017.
- The work schedule for the doctors on the new contract is compliant with the new contract and the new monitoring system for exception reporting is in place.
- The Trust had a small number of exception reports, the majority of which have been resolved.
- Work is in progress to ensure that any exceptions to work schedules are raised in the appropriate manner and that there is an open and transparent culture within the trust for doing so.
- The Trust has made good progress towards implementing the new junior doctor contract and all remaining trainees have transitioned to it from August 2017.
- *No issues of safety with regard to working hours of our trainee doctors is evident.*

Recommendation to the Board

The Board of Directors is requested to:

RECEIVE this report, **DISCUSS** and **CONSIDER** the assurance of the Guardian of Safe Working for Camden & Islington NHS Foundation Trust that junior doctors are working within the new contract stipulations and that no issues of safety with regard to working hours or educational requirements of our trainee doctors are evident at this time.

Finance Implications

Staffing implications / costs of implementing the new contract from August 2017 will be reported in the next quarterly report in December 2017 and a separate report is going to the Executive in September 2017.

Equality and Diversity Impact / Single Equalities Impact Assessment

N/A

QUARTERLY REPORT ON SAFE WORKING HOURS

DOCTORS IN TRAINING

Introduction

The 2016 terms and conditions of service (TCS) for doctors and dentists in training (England) was introduced in August 2016 with the requirement for all trust's to have a Guardian of Safe Working (GOSW) in place.

Dr Fredrik Johansson, Consultant Psychiatrist was appointed as GOSW in November 2016.

A junior doctor steering group was established consisting of Dr Koye Odutoye, Deputy Medical Director, Dr Ruth Allen, Director of Medical Education, Dr Fredrik Johansson, GOSW, a representative from Medical Workforce and the junior doctor representatives.

The role of the GOSW is to act as champion for safe working hours and monitor compliance with the terms and conditions within the new contract.

As part of this role the GOSW is required to:

- provide assurance to the Trust Board that doctors are working hours that are safe and in compliance with the TCS; and
- Prepare a quarterly report for the Trust Board which summarises exception reports, work schedule reviews and rotation gaps and provides assurance on compliance with safe working hours in approved training programmes.

The Trust has an establishment of 30 core trainees all on the new contract. In addition the Trust has 9 GP trainees who transitioned to the new contract in August 2017. The GP trainees are employed by the Royal Free and they cross charge us. In addition there are 6 CAMHS posts, 5 employed by the Whittington and 1 by the Royal Free Hospital; they work on our afterhours rotations. This makes 45 core trainees in total, but only 30 directly employed by C&I. The rotation for core trainees has been redesigned for August 2017 onwards to incorporate shifts previously covered by the 4th on-call rotation as full-shifts in the rotation. This is to comply with the new contract T & C's. This revision will be kept under review.

The establishment for specialist trainees is for 26 posts, 24 clinical posts and 2 academic posts, the latter are employed by UCL and hold honorary contracts with C&I. All moved to the new contract in August 2017. In addition this year all higher trainees rotation in August (previously they rotation in May). Therefore all specialist, core and GP doctors in training in Camden & Islington NHS Foundation Trust will be on the new contract in August 2017. This rotation is now worked as a 'resident on-call rotation' rather than an on-call from home rotation. This change will also be kept under review.

We also have Foundation doctors who spend a rotation period of usually 4 months with us as part of their foundation training. There are 9 F1 doctors, 4 employed by the Royal Free Hospital, 3 by UCLH and 2 by the Whittington Hospital. There are 6 F2 doctors, 2 employed by UCLH, 2 by the Royal Free Hospital and 2 by the Whittington. In addition we will have an extra F2 on placement from Aug-Dec 2017 from UCLH in an academic psychiatry post. They all hold honorary contracts with us. Whilst their exception reporting would be through their employer a process is being put in place to ensure that the Trust is made aware of any concerns around their work schedules.

Exception Reports

Exception reporting is the mechanism for doctors employed on the 2016 junior doctors contract to inform the Trust when their day to day work varies significantly and/or regularly from the agreed work schedule. The reports are raised using a specialised electronic system called "Allocate".

The educational / clinical supervisor receiving the exception report will review the content and then discuss it with the doctor to agree what action is necessary.

The supervisor will set out the agreed outcome of the exception report, including any agreed actions, in an electronic response. The trainee doctor then has the opportunity to respond.

The GOSW receives updates on all exception reports raised and their outcome. The exception report may trigger a review of a doctor's work schedule if training needs are not met or the work schedule results in working in excess of the TCS.

High level data

Number of doctors in training (total):	86
Number of doctors / dentists in training on 2016 T&Cs (total):	86
Amount of time available in job plan for guardian to do the role:	0.5 PAs / 2 hours per week
Admin support provided to the guardian (if any):	N/A
Amount of job-planned time for named clinical supervisors:	0.25 PAs per trainee

a) Exception reports (with regard to working hours) As of 21 August 2017 (previous 6 months)

Exception reports by grade				
Specialty	No. exceptions carried over from last report	No. exceptions raised	No. exceptions closed	No. exceptions outstanding
F1	N/A	N/A	N/A	N/A
CT1-3	N/A	6	4	2 *
ST4-6	N/A	N/A	N/A	N/A
Total	N/A	6	4	2

Exception reports (response time)				
	Addressed within 48 hours	Addressed within 7 days	Addressed in longer than 7 days	Still open
F1	N/A	N/A	N/A	N/A
CT1-2 / ST1-2	0	3	1	2 *
ST3-6	0	N/A	N/A	N/A
Total	0	3	1	2

*Awaiting close of in system but have been resolved locally

b) Work schedule reviews

Work schedule reviews by grade	
F1	N/A
CT1-3	0
ST4+	0

A work schedule review should consider safe working, working hours, educational concerns and/or issues relating to service delivery. There has not been a need to carry out a review of the current work schedules based on the exception reporting received to date.

The work schedules' for the August 2017 intake of trainees have been developed.

Locum Bookings

Bank and Agency

Whilst the Trust is using agency staff the reasons for this use does not relate to the introduction of the new contract.

Locum work carried out by trainees

A process to capture this information is currently being developed but usage is low. Currently the Trust has used an average of 12 shifts a month over the last 12 months via the bank this is predominately to cover previous vacancies in the allocation of trainees. We have employed two Trust locums to cover vacant slots in the August rotation. Sickness absence was predominately covered by the 4th on-call rotation person at CT level.

Vacancies

There are currently no vacant posts on the core trainee or higher trainee rotation August 2017 - February 2018 rotation; three gaps on the core trainee rotation were filled with LAS Doctors.

Fines

No fines have been issued with regard to breaches in working hours.

Qualitative information

No concerns have been raised in regular meetings with junior doctor representatives as part of the new contract steering group that meets regularly with regard to issues with working hours.

The Junior Doctor Forum is occurring quarterly. This forum allows discussion of issues pertaining to the new contract including training and work schedule issues and safe working hours.

Issues arising

Even though the new monitoring system has only been in place for seven months the number of exception reports completed with regard to working hours is very low. It is possible that exceptions are under-reported for a number of reasons, including reluctance by trainees to complete them and unfamiliarity with the new monitoring system.

Actions taken to resolve issues

Trainees have been encouraged to complete exception reports whenever these arise by the GOSW, Medical Director (who has written to them all), and junior doctor representatives and clinical and educational supervisors have been encouraged to support this process. Issues preventing completion will be discussed in the Junior Doctor's Forum. Exception reporting is covered specifically at their induction and is included as part of the starter pack information.

Summary

The Trust has made good progress in completing the implementation of the new junior doctor contract and all trainees have transitioned to it from August 2017. The new rotation for core and higher trainees is compliant with the TCS of the new contract and the electronic system for monitoring adherence to safe working hours is in place. The Trust had a small number of exception reports which have been resolved.

Work is in progress to ensure that any exceptions to work schedules are raised in the appropriate manner and that there is an open and transparent culture within the trust for doing so.

Questions for consideration

The Board is requested to note this report and the assurance of the Guardian of Safe Working for Camden & Islington NHS Foundation Trust that junior doctors are working within the new contract stipulations and that no issues of safety with regard to working hours of our trainee doctors is evident.