

Agenda Item 3.vi

Report to:	Board of Directors	Date: 6 June 2019
Report from:	Dr Martin Goddard, Guardian of Safe Working on behalf of the Medical Director	
Principal Objective/ Strategy and Title	Organisational Culture Yearly Report on Safe Working Hours: Doctors and Dentists in Training (August 2016 – July 2017)	
Board Assurance Framework Entries	Unable to provide safe, high quality care	
Regulatory Requirement	2016 Medical Terms and Conditions of Service for Doctors and Dentists in Training.	
Equality Considerations	None believed to apply	
Key Risks	Failure to maintain or develop the Trust's Safety Culture	
For:	Information	

Executive summary

Reporting levels have continued to be low across the Trust. The measures put in place in Respiratory medicine, which caused a number of exception reports appear to have addressed the issues. There has been further feedback from juniors about access to the reporting system and this is now dealt with at induction. Many of the doctors are from within the region and familiar with the system. Ensuring access has not resulted in a surge in exception reports.

The Junior Doctors' Forum continues to meet but participation is low due to timing and availability. There has been less clear leadership for this group in the last 6 months, however with the new cohort we hope to engage with a junior doctor who has experience in this type of role in another Trust.

No significant changes to the working patterns were needed for the transition to the new site.

Introduction

The Junior Doctors have been very supportive of the move to the new site and worked flexibly to ensure cover across the two sites as needed. It is hoped that the current practice will continue across the new site.

High level data

Number of doctors / dentists in training (total):	77
Number of doctors / dentists in training on 2016 TCS (total):	77
Amount of time available in job plan for guardian to do the role:	1 PA per week
Admin support provided to the guardian:	as required by Medical Staffing Manager
Amount of job-planned time for educational supervisors:	0.125 PAs per trainee

Exception reports (with regard to working hours)

Exception reports by department				
Specialty	No. exceptions carried over from last report	No. exceptions raised	No. exceptions closed	No. exceptions outstanding
Anaesthetics	0	1	0	1
Exception reports by grade				
Specialty	No. exceptions carried over from last report	No. exceptions raised	No. exceptions closed	No. exceptions outstanding
ST4	0	1	0	1
Exception reports by rota				
Specialty	No. exceptions carried over from last report	No. exceptions raised	No. exceptions closed	No. exceptions outstanding
Anaesthetics	0	1	0	1
Exception reports (response time)				
	Addressed within 48 hours	Addressed within 7 days	Addressed in longer than 7 days	Still open
ST4	0	0	0	0

Only a single exception report occurred within the period relating to duty length and this has been resolved.

Work schedule reviews

None required in reporting period

Locum bookings

i) Bank

Locum bookings (Locum work carried out by trainees) by department					
Specialty	Number of shifts requested	Number of shifts worked	Number of shifts given to agency	Number of hours requested	Number of hours worked
Anaesthetics	3	3	0	38	38
ICU	2	2	0	25	25
CT Surgery	28	28	0	330	330
CMU	37	37	0	438	438
Total	70	70	0	831	831

Locum bookings (Locum work carried out by trainees) by grade					
Specialty	Number of shifts requested	Number of shifts worked	Number of shifts given to agency	Number of hours requested	Number of hours worked
F2	2	2	0	25	25
STR	68	68	0	806	806
Total	70	70	0	831	831
Locum bookings (Locum work carried out by trainees) by reason					
Specialty	Number of shifts requested	Number of shifts worked	Number of shifts given to agency	Number of hours requested	Number of hours worked
Rota Vacancies	70	70	0	831	831

Comment.

The juniors as a group continue to support the Trust by undertaking extra duties when the need arise to cover the gaps in rotas. No agency doctors have been required and this maintains the safety of the specialised services at Royal Papworth.

ii) Agency locum bookings

None used in reporting period.

a) Agency Locum work carried out by trainees

No data in reporting period.

b) Vacancies

From August to February there were three gaps in Chest Medicine at Core Medical Trainee level. These gaps were alleviated by appointing a LAS CMT and a LAS FY1 to assist with basic clerking. In February there was one gap in Transplant at STR level which has been filled in March. There are currently no further gaps across the Trust.

c) Fines

None in reporting period

New Issues Arising

Since the move into the New Papworth Hospital, concerns have been raised with the Guardian directly regarding the working patterns in Cardiac Surgery. Whilst no exception reports have been filed, the concerns raised are sufficient for immediate investigation.

The particular concerns raised include:

1. The length of duty periods and the frequency with which long working days occur.
2. The total number of hours worked on average within a week, exceeding 48 hours with no opt out and possibly exceeding 56 hours/week.
3. Statutory rest requirements not being met overnight and even for weekend rest requirements.
4. The perception of days off rota being part of annual leave and insufficient annual leave being taken.

Meetings have already been conducted with some of the relevant medical staff and a meeting is planned to meet with the lead consultants in this area. Copies of the rota for the last year have been requested and are currently under review.

A full report of the review will be prepared for the Board together with an action plan to address the issues raised.

The junior doctors have also raised concerns with:

1. The adequacy of desk space and computer access in the work environment.
2. Availability of on-call rooms or access to somewhere to sleep after a night shift if they felt they are not safe to travel.
3. Availability of rest space during night shifts.

Some of these matters have already been raised with the Hospital management and I understand steps are being taken to address these concerns. I have met with the Director of Medical Education to ensure that we continue to work together on these issues

Recommendation:

The Board of Directors is requested to note the contents of this report.