

## Public Trust Board – 26<sup>th</sup> July 2022

### Report title

- Guardian of Safe Working Hours – Annual Report (April 2021 – March 2022)

### Purpose of the report

- Provide assurance to the Trust Board that doctors in training in LPT are safely rostered and have safe working hours that comply with the Terms and Conditions of Service
- Inform that 27 Exception Reports were raised in the period April 2021 – March 2022; indicating a variance from the agreed work schedule. This report highlights the actions taken to monitor and address such variances.

### Analysis of the issue

#### Exception Reports

Exception reporting is the mechanism for all 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 electronically using the “Allocate” rostering system. All reports are received by the Medical Staffing team, the Guardian of Safe Working Hours and the Consultant supervisor for the individual trainee. Once received the Consultant supervisor discusses with the trainee to reach an agreed outcome which is subsequently logged on the Allocate system.

In 2021/22, 27 exception reports were logged. A breakdown is provided in Appendix 1. This is a small increase on 24 exception reports logged in the previous 12 months 2020/21.

#### Bradgate Rota

Of the 27 Exception reports, 15 were related to two Doctors; 7 were raised by one GP trainee and were all related to working overtime during their regular working hours and were not related to on call issues. A further 8 Exception reports were raised by one FY1 trainee and were again related to working overtime, not achieving natural breaks and was due to high numbers of physically unwell patients on the Bradgate unit, Junior doctors isolating and absences due to annual leave.

#### Evington rota

There has been only 1 exception report in Jan 2022 relating to mandatory rest not being achieved as a patient was secluded which meant the doctor would have to review the patient every 4 hours as per the Trust Seclusion policy and this.

#### Higher Trainee rota

There were 3 exception reports due to busy shifts, but mitigations in place were accessed.

### Measures in place to monitor and mitigate exceptions

The following measures have been implemented:

- Small working group to include the Director of Medical Education, Guardian of Safe Working Hours, Medical Staffing Manager and StR reps, continues to meet to agree practical solutions to address overnight work intensity. This working group reports into the Junior Doctors Forum for oversight and sign off.
- Next day compensatory rest or Time off in lieu continues to be provided to any trainee that is unable to take the required rest overnight.
- Hotel accommodation continues to be provided to any trainee that feels unsafe to travel home after an on call duty.

The risks if the above measures are not supported could include:

- Impact on the health, well-being and safety of the care giver i.e. medical trainee
- Risk of burn out to the affected medical trainees
- That the rota is not compliant with the Junior Doctors Terms and Conditions of Service. Compliance can prevent guardian fines being levied.

### Decision required

- The Trust Board can be assured that the hours of work of medical trainees is monitored and causes are understood where breaches have occurred. Actions are taken to resolve the variance from the agreed work schedules.
- That there were no adverse clinical events as a result of Doctors on rotas not achieving expected rest provision.
- The Trust Board is requested to acknowledge and support the above ongoing measures.

## Governance table

<b>For Board and Board Committees:</b>	Public Trust Board 26 <sup>th</sup> July 2022	
<b>Paper sponsored by:</b>	Dr Avinash Hiremath, Medical Director	
<b>Paper authored by:</b>	Dr Shweta Gangavati, Consultant Psychiatrist and Guardian of Safe Working Hours	
<b>Date submitted:</b>	18/07/2022	
<b>State which Board Committee or other forum within the Trust's governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):</b>	None	
<b>If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:</b>	n/a	
<b>State whether this is a 'one off' report or, if not, when an update report will be provided for the purposes of corporate Agenda planning</b>	Annual report Next report will be in July 2023	
<b>STEP up to GREAT strategic alignment*:</b>	High Standards	x
	Transformation	
	Environments	
	Patient Involvement	
	Well Governed	
	Reaching Out	
	Equality, Leadership, Culture	x
	Access to Services	x
	Trustwide Quality Improvement	
<b>Organisational Risk Register considerations:</b>	List risk number and title of risk	4 – Service are unable to meet safe staffing requirements; 26 – Insufficient staffing levels to meet capacity and demand and provide quality services; 27 – The health and well-being of our staff is not maintained and improved 28 – Delayed access to assessment and treatment impacts on patient safety and outcomes.
<b>Is the decision required consistent with LPT's risk appetite:</b>	Yes	
<b>False and misleading information (FOMI) considerations:</b>	None	
<b>Positive confirmation that the content does not risk the safety of patients or the public</b>	Yes	
<b>Equality considerations:</b>	None	

Log of Exception reports – 1<sup>st</sup> April 2020 – 31<sup>st</sup> March 2021

Date of Issue	Rota	Trainee Level	Reason for Breach	Resolution
07.04.21	West ST Rota	ST4	Rest not achieved	Guardian fine (TBC)
28.05.21	ST Rota	ST4	Rest not achieved	Compensatory rest provided. Trainee contacted on call consultant and requested to cover shift
16.08.21	Evington	CT2	On call doctor for weekend was sick and therefore was unable to relieve the night doctor	Medical staffing have identified that this was a human error
16.08.21	Bradgate A	ST2	Bradgate B doctor not available	TOIL offered
18.08.21	Bradgate A	ST2	Bradgate B doctor not available	TOIL offered
25.08.21	Bradgate wards	FY1	Overtime (stayed back after 5pm on 18.08.21)	TOIL offered and other steps taken such as starting ward rounds early, monitoring by Consultants etc
25.08.21	Bradgate wards	FY1	Overtime(stayed back after 5 pm on 19.08.21)	Same as above
25.08.21	Bradgate wards	FY1	Overtime( stayed back after 5pm on 20.08.21)	Same as above
01.09.21	Bradgate wards	FY1	Overtime( stayed back after 5 pm on 23.08.21)	Same as above
02.09.21	ST rota	ST5	Busy on call shift	Trainee discussed with Consultant on call who offered to step down
13.09.21	Bradgate Rota	FY2	Bradgate A doctor not available for on call	Outcome agreed but doctor left rotation in Dec
21.09.21	Bradgate wards	FY1	Overtime( stayed back after 5 pm on 15.09.21)	TOIL
21.09.21	Bradgate wards	FY1	Overtime ( stayed back on 15.09.21)	TOIL
22.09.21	Bradgate wards	FY1	Overtime( stayed back after 5 pm on 17.09.21)	TOIL
24.09.21	Bradgate Wards	FY1	Overtime( stayed back after 5 pm on 24.09.21)	TOIL

28.09.21	Bradgate wards	FY1	Overtime( stayed back after 5 pm on 28.09.21)	TOIL
23.11.21	Bradgate wards	ST2	Overtime	All reports below were raised by same trainee on 23 <sup>rd</sup> Nov and the trainee left the Trust by 30.11.21 therefore Er's could not be discussed . GSWH however has highlighted to future trainees during induction that ER's have to be raised in a timely manner and if is for the same issue then discussing it with Clinical supervisor is vital.
23.11.21	Bradgate wards	ST2	Overtime	
23.11.21	Bradgate wards	ST2	Overtime	
23.11.21	Bradgate wards	ST2	Overtime	
23.11.21	Bradgate wards	ST2	Overtime	
23.11.21	Bradgate wards	ST2	Overtime	
23.11.21	Bradgate wards	ST2	Overtime	
05.12.21	Bradgate ward	FY2	Trainee did not have appropriate log ins for Ilab and System one	Medical staffing have resolved the issue by procuring the correct IT login
16.12.21	Bradgate Ward	ST1	Overtime due to trainee not being aware that the on call doctor had already arrived	Nil required
04.01.22	Evington Rota	CT3	Rest not achieved due to having to complete seclusion reviews	Agreed that it would be difficult to achieve 5 hours continuous rest if seclusion reviews occur.
27.01.22	Bradgate rota	CT	Bleep holder not available	Steps taken to involve the Rota co-ordinator to arrange cover

Note 1 - Expected rest whilst on call is 8 hours per 24 hour period, of which at least 5 hours should be continuous and occur between 22.00 and 07.00. In highlighted cases 5 hour continuous rest has not occurred between 22.00 and 07.00

Abbreviations:

StR	Specialty Registrar
CT	Core Trainee
FY1	Foundation Year 1 Trainee
FY2	Foundation Year 2 Trainee