

## **Barnet & Chase Farm Hospitals NHS Trust, barnet, General Medicine, template, F1, Full Shift, Resident**

### **Calculations based on the template only**

#### **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 (.139) and less than 1 weekend in 4 (1 in 6.00)

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.

#### **Prospective Cover Calculations**

Prospective cover for: Duties outside normal hours.

Leave: HO - 47 days/annum for 12 doctors = 564 days/annum

Total leave to be covered for the group = 564 days/annum

Between 12 doctors this is 47 days/annum each (9.4 wks/annum each)

The normal working week = 45:00 per week.

Cover to be provided for all out of hours duties = 00:55 per week. (Total Duty hrs - Normal week hrs)

Each doctor must cover  $.917 \times 47 / (365 - 47)$  hours/week

This gives an average .135 hours/week for prospective cover.

Item	Actual	Target	Comments
Average weekly hours of duty	46:03	56:00	
Average weekly hours of work	46:03	56:00	
Longest duty period	13:00	14:00	
Shortest off duty	11:00	08:00	
Longest 'off duty' period	159:00	62:00	
Next longest 'off duty' period	135:00	48:00	
Maximum consecutive duty days	12	13	
62+48 hr. breaks every 28 days	OK		

### European Working Time Directive Analysis

Item	Actual	Target	Comments
Average weekly hours of work	46:03	48:00	
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		

### Calculations based on monitoring 12/01/2009 to 25/01/2009

#### Band 3 (Based on monitoring results only)

Not New Deal compliant. If New Deal Compliant - the banding would be Band 1A

Steps through the banding flowchart:

- Not New Deal Compliant - see detailed analysis
- Average work 48 hours a week or less
- Work pattern is a full shift, partial shift or hybrid
- 1 weekend in 4 or more frequent (1 in 3.43)

### Monitoring Analysis

Item	Actual	Target	Comments

Average duty and work hours are only calculated if all cards for the study are entered.			Total cards 89%, Real cards 89% Junior's cards 89%, Junior's real cards 89%
Longest duty period	15:00	14:00	21% of 19 are too long
Shortest 'off duty' period	09:00	08:00	
% of duties with adequate natural breaks	76	75	
Weekends worked is 1 in	3.43		
Duty hours outside 7am to 7pm Mon-Fri	15.0%		
Average standard working week is	47:35		Duty hours for the normal working week are greater than 40. Look for early starts and late finishes. Also consider if half days are being taken
EWTD - Ave weekly duty hours	48:00	48:00	
EWTD - less than 11 hours rest in 24	7		
EWTD - docs without adequate long breaks	0		(24+11hrs in 7 days or 48 +11hrs in 14 days)

### Calculations combining template and monitoring

This analysis is based on the template, but uses actual average duty period lengths calculated from the diary cards. These are normal working days and duties where a duty code has been entered to link the diary card to the theoretical pattern. There must be at least two examples of a day type for

the average to be used.

**Band 1B (Based on template and monitoring)**

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 (.147) and less than 1 weekend in 4 (1 in 6.00)

**Prospective Cover Calculations**

Prospective cover for: Duties outside normal hours.

Leave: HO - 47 days/annum for 12 doctors = 564 days/annum

Total leave to be covered for the group = 564 days/annum

Between 12 doctors this is 47 days/annum each (9.4 wks/annum each)

The normal working week = 47:30 per week.

Cover to be provided for all out of hours duties = 00:26 per week. (Total Duty hrs - Normal week hrs)

Each doctor must cover  $.432 \times 47 / (365 - 47)$  hours/week

This gives an average .064 hours/week for prospective cover.

**New Deal Analysis**

Item	Actual	Target	Comments
Average weekly hours of duty	48:00	56:00	
Average weekly hours of work	48:00	56:00	

**European Working Time Directive Analysis**

Item	Actual	Target	Comments
Average weekly hours of work	48:00	48:00	
Starting each Monday, a 35 hour continuous rest in 7 days or a 59 hour continuous rest in 14 days	OK		

<p>11 hrs continuous rest in any 24 hour period</p>	<p>Warning</p>	<p>Fri of week 1 does not have an 11 hour continuous break. The longest continuous break is 10:44. A total of 14 days have inadequate continuous rest. Compensatory rest will be required.</p>
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