

WCVTS Trainer's Group

Tom Gallagher

1. Rotas and the New JD Contract
2. Pushing The Excellent Trainee
- brainstorming session

Junior Doctor Contract

- Pre 1991 - no real protection
- 1991 - govt, BMA & NHS agreed the New Deal for Junior Doctors
- Max 72 hours on call, and max 56 hours in-house work per week (in reality it was often more)
- (Not actually enforced until 2000)
- Variable pay for work done - often <50% hourly rate above 40 hours
- Threatened strike 1999
- Banding, supplements for non-compliant rotas



Junior Doctor Contract

- 2002 - new contract: overall average weekly actual working hours for all doctors in training should not exceed 56.
- EWTD 2004 - set out minimum health and safety requirements. Required average working week to fall to 48 hours or less by 2009
- ?reduced hours = poorer outcomes? Apparently not
<https://www.bmj.com/content/342/bmj.d1580>

JD Dispute

- 2012 - 2015 - negotiations for new JD contract
- Conservative Manifesto - J Hunt imposed new rotas
- Increased hours with relative pay cut
- Impasse - BMA called strikes



JD Contract 2016

- 2016 Contract
 - Clear contractual limits on working hours
 - Average 40 hours week
 - Safe breaks during shifts
 - Protected Rest Periods
 - Fines for non-compliance
 - Guardian of safe working

JD Contract 2016

- GP Trainees
 - NHS Employers Website - templates
 - OOH working
 - Forms part of the core 40 hours week - time off in lieu from the normal working week
 - must not breach safe working rules
 - Up to 22 of the 72 total hours at night. More than 22 hours at night over the course of a year = trainee pay to be increased, BUT practice will not be able to reclaim this from HEE.
 - Plans must be agreed so as not to breach safety rules

JD Contract

- Rest breaks
 - shifts of >5hrs - 30mins minimum
 - shifts of >9hrs - 60mins minimum
- Can the trainee work a 4 day week? Sure, why not?
- How exact does the schedule need to be?
- Average 40hrs per week
- Time travelling to teaching - included
- No split shifts or unpaid breaks

GP Trainees

- 10 x 4 nominal sessions (7 clinical and 3 educational)
- 28 hours of clinical work + 12 hours educational time - whatever format you prefer
 - 4hrs external, 4hrs internal, and 4hrs independent)
- The working hours don't reflect life as a qualified GP
 - They're there to learn, not slave away. Emphasis is on training.
- 45 mins admin for 2.5hrs of patient contact

Split of hours for FT and LTFT trainees – Old and New Contracts

ST3 old contract 40 hours plus ooh	Education	Clinical Admin	Direct Patient Contact
100%	12 hours	7 hours	21 hours
80% (32 hours total)	9 hours 30 minutes	5 hours 30 minutes	17 hours
60% (24 hours total)	7 hours 15 minutes	4 hrs 15 minutes	12 hours 30 minutes
ST2 new contract 36.5 hours*	Education	Clinical Admin	Direct Patient Contact
100%	11 hours	6 hours 15 minutes	19 hours 15 minutes
80% (29 hours 15 minutes)	8 hours 45 minutes	5 hours	15 hours 30 minutes
60% (22 hours)	6 hours	3 hours 45 minutes	12 hours 15 minutes

* 40 hours includes 2 hours for breaks and 1.5 hours for OOH

Dr. X Abcdefg- Full-time Rota

Hours of work - The agreed daily arrangement of your hours of work is as follows:

DAY	0900-1130	1130-1215	1215-1245	1245-1400	1400-1500	1500-1715	1715-1800	1800-1830	Total hrs
MON	Teaching	Teaching	Paid Lunch Break	Visits	Private Study	Surgery	Admin	OFF	9hrs
TUE	Surgery	Admin	Paid Lunch Break	Visits	Private Study	Surgery	Admin	OFF	9hrs
WED	Surgery	Admin	Paid Lunch Break	Visits	RTP/Visits	RTP or Surgery/admin. to 1700	OFF	OFF	8hrs
THU	Surgery	Admin	Private Study	OFF	OFF	OFF	OFF	OFF	4hrs
FRI	Surgery 0930-1130	Admin	Paid Lunch Break	Visits	Private Study	Surgery	Admin	On-call	8.5hrs

Total = 39 hrs per week (1 hour available for the occasional visit after evening surgery)

- An additional 1 hour teaching will be sourced on a weekly basis from surgery time.

Thoughts/Discussion

Pushing The Excellent Trainee

- What do you give the trainee who has everything?
- Impart wisdom/experience?
- Tutorial ideas
- Audit/projects
- GP Management / Admin tutorials - that'll stump 'em!
- Printout competencies - try to aim questions at the competent/excellent level to draw information out
- Joint surgeries, Videos, RCAs, CBDs, PBLs,
- Involve them in quality improvement/training?

- Over to you

