

Meeting Title:	Workforce and Education Committee		
Date:	01/06/2017	Agenda No	
Report Title:	Guardian of Safe Working Consolidated Annual Report 2016/17		
Lead Director/ Manager:	Professor Andrew Rhodes		
Report Author:	Dr Sunil Dasan, Guardian of Safe Working		
Freedom of Information Act (FOIA) Status:	Unrestricted Restricted		
Presented for:	Approval Decision Ratification Assurance Discussion Update Steer Review Action		
Executive Summary:	<p>This paper summarises progress to the year ending 31 March 2017 in providing assurance that doctors are safely rostered and enabled to work hours that are safe</p> <p>77 doctors were employed at St George's on the 2016 TCS by 31 March 2017. 184 exceptions have been reported. Four work schedule reviews for Foundation Year 1 trainees in General Surgery, Acute Medicine, Senior Health and Trauma & Orthopaedics were requested and have concluded</p> <p>One fine has been levied in General Surgery for a breach of the 72 hour working time limit. This totalled £256.68, with £138.57 going to the Guardian of Safe Working. This has not yet been spent.</p> <p>There are 31 vacant medical posts at St George's and 25 GP training posts vacant across South London. No robust information regarding rota gaps due to unfilled shifts has been available since the implementation of the 2016 TCS</p>		
Recommendation:	<p>The Trust Board is asked to include information on rota gaps and the plan for improvement to reduce these gaps in the Trust's Quality Account</p> <p>The Trust Board is also asked to publish details of the guardian fines in the Trust's annual accounts</p>		
Supports			
Trust Strategic Objective:	Ensure the Trust has an unwavering focus on all measures of quality and safety, and patient experience.		
CQC Theme:	Safe		
Single Oversight Framework Theme:	Quality of Care		
Implications			
Risk:	Lack of robust information on unfilled shifts risks the Trust being unable to publish this information in the Trust's Quality Account		
Legal/Regulatory:	Compliance with the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016		
Resources:	Requirement for an electronic system for reporting information on rota gaps		
Previously Considered by:	None	Date	19/05/2017
Equality Impact Assessment:	N/A		
Appendices:	None		

Guardian of Safe Working Consolidated Annual Report 2016/17
Workforce and Education Committee 01/06/2017

1.0 PURPOSE

- 1.1 This paper provides assurance to the Board on the progress being made to ensure that doctors' working hours are safe for the year ending 31 March 2017
- 1.2 This report asks the board to report information on rota gaps and the plan for improvement to reduce these gaps in a statement in the Trust's Quality Account and publish details of the guardian fines in the Trust's annual accounts

2.0 BACKGROUND

- 2.1 The 2016 Terms and Conditions of Service for Doctors in Training (TCS) have been implemented at St George's in line with the national timeline. By the year ending 31 March 2017, 77 trainees had been transferred onto these TCS. In addition, St George's is the lead employer for GP trainees across South London. Of these trainees, 24 had been transferred

- 2.2 The 2016 TCS clearly state the following:

"A consolidated annual report on rota gaps and the plan for improvement to reduce these gaps shall be included in a statement in the Trust's Quality Account, which must be signed off by the trust chief executive."

The 2016 TCS also state:

"The details of the guardian fines will be published in the organisation's annual financial report (accounts), which are subject to independent audit. The guardian's annual report will include clear detail on how the money has been spent"

- 2.3 The Guardian of Safe Working's consolidated annual report gives a summary of progress with implementation of the TCS, information on rota gaps and details on fines that have been levied and how these have been spent

3.0 ANALYSIS

- 3.1 184 exception episodes have been reported by trainees on the 2016 TCS
- 3.2 Four work schedule reviews for Foundation Year 1 trainees in General Surgery, Acute Medicine, Senior Health and Trauma & Orthopaedics were requested and have concluded.
- 3.3 One fine has been levied in General Surgery for a breach of the 72 hour working time limit. This totalled £256.68, with £138.57 going to the Guardian of Safe Working. This has not yet been spent.
- 3.4 No concerns have been reported by Guardians in other host South London Trusts where GP trainees are based

- 3.5 The current data from medical staffing regarding vacant posts is shown in Appendix A. No information has been available regarding unfilled shifts since the implementation of the 2016 TCS.

4.0 IMPLICATIONS

Risks

- 4.1 Lack of robust information on unfilled shifts risks the Trust being unable to publish rota gap information in its Quality Account

Legal Regulatory

- 4.2 Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016

Resources

- 4.3 Requirement for an electronic system for collecting and reporting information on rota gaps

5.0 NEXT STEPS

- 5.1 To implement an interim manual process for collection of rota gap information from June 2017
- 5.2 Trust Board to consider implementation of an electronic system for robust collection of rota gap information
- 5.3 For Junior Doctor's Forum to consider plans for disbursement of fine monies

6.0 RECOMMENDATION

- 6.1 The Trust Board is asked to include information on rota gaps and the plan for improvement to reduce these gaps in the Trust's Quality Account
- 6.2 The Trust Board is also asked to publish details of the guardian fines in the Trust's annual accounts

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Date: 19/05/2017

APPENDIX A

Current Medical Vacancies (as of 18/05/2017)

Specialty	Grade	Number of Vacancies
Respiratory	FY2	1
Gastro-Hepatology	ST3+	1
Heart Failure	Clinical Fellow	1
Renal Medicine	Clinical Fellow	1
Vascular	Clinical Fellow	1
Vascular	ST1/2	1
ENT	ST3	1
Cardiac/Neuro Anaesthetics	ST3 LTFT	1
Cardiac/Neuro Anaesthetics	ST3	1
General/Vascular/H&N Anaes	ST3 LTFT	1
Paediatric Anaesthetics	ST3	1
PICU	ST3	4
Academic unit /Upper GI Surgery	ST3	1
Vascular Surgery	ST3	1
Maxillofacial Surgery	ST3	1
Trauma & Orthopaedics	ST3+	1
Neurosurgery	ST1/2	1
GUM	Associate Specialist	1
Obstetrics & Gynaecology	Clinical Fellow ST1/2	1
Paediatric Neurosurgery	Clinical Fellow ST1-3	1
Neonates	Trust Doctor ST4+	1
Radiology	Trainee	3
General ICU	Clinical Fellow ST3+	2
Cardiac Anaesthetics (Critical Care Rotation)	Clinical Fellow ST3+	1
Cardiac Anaesthetics	Clinical Fellow ST3+	1
Total		31

GP Trainees *These posts may have been filled locally		
Scheme	Specialty	Number of Vacancies
St George's	Emergency Medicine	1
	Neurosurgery	1
Bexley & Sidcup	Geriatric Medicine	1*
	Old Age Psychiatry	1*
	Emergency Medicine	1*
	Acute Internal Medicine	1*
	Obstetrics & Gynaecology	1*
Bromley	Emergency Medicine	1*
Croydon	Cancer Medicine	1*
	Geriatric Medicine	1*
	General Psychiatry	1*
Lewisham	Palliative Medicine	1*
Greenwich	General Medicine	1*
	Paediatrics	1*
	General Psychiatry	2*
Guys & St Thomas'	Emergency Medicine	1*
	GUM	1*

King's	Geriatric Medicine	1*
	Acute Internal Medicine	1*
	General Surgery	1*
	Paediatrics	2*
Kingston & Roehampton		0
St Helier	Acute Internal Medicine	1*
	Geriatric Medicine	1*
Total		25