TOIL, Pay & Acting on Exception Reports
The Foundation Year One doctors moved onto the 2016 Junior Doctor Contract on 7th December. Exception reports have been completed showing that some trainees are missing breaks or having to stay beyond their contracted hours to get the clinical work done.

Exception reports have been forwarded electronically to educational supervisors (or clinical supervisors if trainees rotate through different specialties). It is the responsibility of the supervisor to meet or discuss the report with the trainee and do the following:

- Arrange **Time Off In Lieu (TOIL)** for trainees as compensation for additional hours worked OR
- Instruct trainees to complete a timesheet so that **Pay** for additional hours can be arranged i.e. through locum bank
- **Actions** need to be documented by the Education or Clinical Supervisors within the electronic exception report as evidence of the resolution agreed between them and the trainee.

An excellent training resource has been developed by Health Education England. It is easy to understand, lasts 20 minutes and there is no test at the end. It can be accessed [here](http://recalibr8.tumblr.com/).

Please take time to review the module. It clearly outlines your responsibilities in the new system.

GMC National Trainee Survey 2016
Many of you will have seen the findings of the 2016 GMC National Training Survey reported in the medical and wider press.

Key findings included:
- Four out of ten trainees describing their workload as heavy or very heavy
- Overworked doctors reporting patient safety concerns and missing training and
- Trainees feeling undervalued

Remember Karasek’s Demand-Control-Support model? Well it seems to be playing out nationally. Watch this space for further news...

My worst fear realised
It’s the festive season and we hope things don’t go wrong but sometimes they do. Serena Haywood’s blog focuses on how we react when a patient complains.

It may be the season of goodwill but with the increased volumes of patients and pressures on services in the run up to Christmas, complaints may still appear when we least expect them. You can read Serena’s excellent blog at Recalibrate [http://recalibr8.tumblr.com/](http://recalibr8.tumblr.com/).

Date of next Junior Doctor’s Forum
Thursday 22nd December 2pm