



Fines and Work Schedule Reviews

It's 2017 and the **first Guardian fine** has been levied and **four work schedule reviews** have been requested.

What does this all mean??

Since October 2016, doctors on the new junior doctor's contract have submitted exception reports when they have worked over their hours (early starts /late finishes) or missed their breaks. The evidence from these reports have shown that doctors in four specialties have regularly working outside of their rostered schedules and hence a review of their rotas has been requested.

The first Guardian fine has been levied against a department due to a doctor working in excess of 72 hours over a 7 day period. Fines may be forthcoming in other departments in the near future.



The new junior doctor contract states that fines must be levied in the following circumstances:

- A breach of the **48-hour** average working week
- A breach of the maximum **72-hour** limit in any seven days
- The minimum 11 hours' rest between shifts has been reduced to fewer than **eight** hours
- Breaks have been missed on at least **25%** of occasions

With even more trainees starting on the new contract in February – April 2017, its important that **everyone** knows their roles and responsibilities within the new contract. Remember - the aim of the contract is to make sure our doctors' hours are in keeping with their documented schedules and doctors work less than 48 hours on average a week. It's in our patient's interests that they do so.

Your Guardian

This regular monthly update goes out to all GP trainers across South London and Consultants employed by St George's. **A copy will also be sent to GP trainees across South London and Specialty trainees employed by St George's.**

The **Guardian's first quarterly report** has been presented at the Trust Board's Workforce and Education Committee. If you or your department or place of work would like a briefing on the progress to date with the contract, please let me know at sunil.dasan@nhs.net

Contract Open Forum

Do you feel up to speed with the new junior doctors contract? Do you know the implications for your service? Can your service afford the costs associated with overtime payments and fines?

If the answers to any of the above are no, then our regular contract open fora are for you. These sessions are for managers and clinicians and will give an over view of the contract and its implications. The full flyer can be viewed [here](#).

All sessions take place in the Monckton Lecture Theatre at the times shown. A 30 minute presentation will be followed by an informal question and answer session.

Feel free to come to all or part of a session

An open forum for supervisors, trainees and managers to find out more about these elements of the 2016 Junior Doctors Contract and how it may affect you or your service

Date	Time
Thursday 12 th January 2017	3-4.30pm
Wednesday 18th January 2017	9-10.30am
Wednesday 25th January 2017	10.30-12noon
Wednesday 1 st February 2017	8.30-10am
Friday 10 th February 2017	2-3.30pm
Wednesday 15 th February 2017	9-10.30am
Thursday 2 nd March 2017	3.30-5pm
Tuesday 21 st March 2017	1-2.30pm

All sessions will take place in the Monckton Lecture Theatre, Grosvenor Wing



How to make things better

This month, Serena Haywood looks at the issue of 'good selfishness'. Where having the courage and confidence to be forthright about your needs can in the long term be beneficial to you and, in the long term, to your patients.

This has a lot of parallels with the new exception reporting system where submitting a report may seem like 'complaining' but in the long term, it can lead to positive change for your patients, your colleagues and for you.

You can read Serena's excellent blog at [Recalibrate http://recalibr8.tumblr.com](http://recalibr8.tumblr.com)

Date of next Junior Doctor's Forum
Wednesday 22nd February 4pm