



Moorfields
Eye Hospital
NHS Foundation Trust



Agenda item 10
Guardian of safe working report
Board of directors
21 March 2023



| | |
|-------------------------------------|--|
| Report title | Guardian of Safe Working Report |
| Report from | Louisa Wickham, medical director |
| Prepared by | Andrew Scott, guardian of safe working |
| Attachments | N/A |
| Link to strategic objectives | We will attract, retain and develop great people |

Brief summary of report

The guardian of safe working report summarises progress in providing assurance that doctors are safely rostered, and their working hours are compliant with the 2016 terms and conditions of service (TCS) for doctors in training. This report covers the period from 16/11/2022 – 13/03/2023.

Exception Reports:

During this period, there have only been **3 Exception Reports** by an ST3 and ST5. These reported incidents during on-calls at City Road where staff shortages (due to unfilled evening locum shifts) led to a knock-on effect on the night-time shift increasing workload. Although the doctors involved did not work beyond their contracted hours, they felt that the workload was intense with little time for breaks. Both trainees were reminded that there are systems in place to call their seniors for help should they find workloads unmanageable.

I am pleased to report that during this period, there have been no reported instances of breach of the minimum 8 hours rest requirement between shifts; no instances of a breach of the 48-hour average working week (across the reference period agreed); no instances of a breach of the maximum 72-hour limit in any seven days. Consequently, no financial penalties have been levied during this period.

Feedback from the last Junior Doctor Forum (JDF):

Locum Shifts in A&E

Locum shifts at Moorfields A&E are important to fill rota gaps. Trainees believe that increasing locum rates, particularly when short-notice vacancies need to be filled (so-called 'break-glass provisions'), will provide incentive to ensure safe staffing and service provision.

Out of hours Taxi or emergency car permit:

In light of a recent court case where a doctor finishing a night shift caused a road traffic accident and was jailed, junior doctors are asking the Board to consider a trust policy of offering a taxi when doctors are called in during the night. Alternatively, for doctors who travelled to work with their own car, they should be offered an emergency parking permit during the day if they feel unfit to drive back home after a busy night shift.

Induction:

Some trainees who started at Moorfields outside the usual rotation did not receive a medical induction. It was decided to record this in future thus ensuring that everyone gets an opportunity to watch the induction online.

High level data

| | |
|---|-----------------------|
| Number of doctors in training (total): | 58 |
| Amount of time available in job plan for guardian to do the role: | 1 PA/week |
| Admin support provided to the guardian (if any): | Ad Hoc provided by HR |
| Amount of job-planned time for educational supervisors: | 1 PA per week |

Actions/Discussions taking place:

- Exception reporting is low, and this reflects trainees' wellbeing and satisfaction in working conditions.
- Consider increasing rates of pay for locum shifts to incentivise trainees to fill locum vacancies and ensure safe staffing.
- Provisions to be made to ensure that doctors do not drive back home after a busy night shift if they feel unfit to do so.

Summary

All Moorfields trainees are safely rostered in compliant rota patterns with no breaches of the terms and conditions of service occurring during this reporting period. Most trainees are familiar with the process of exception reporting and there are systems in place to ensure prompt compensation payment for excessive hours worked. Trainee morale is high and working conditions good with all exception reports resolved.

Quality implications

There are clear implications for patient care if the trust does not make sure it is adhering to the new contract and stricter safer working limits, reduction in the maximum number of sequential shifts and maximum hours that a junior doctor is able to work.

Financial implications

The guardian of safe working may impose fines if specific breaches of the terms of conditions of service occur where doctor safe working has been compromised.

Risk implications

The risk implications are detailed in the report in terms of reasons for exception reporting and potential impacts on the quality of care provided to patients if there are breaches in the contract.

Action required

The board is asked to consider the report for assurance.

| | | | | | | | |
|----------------------|---|---------------------|--|-----------------------|--|----------------|---|
| For Assurance | ✓ | For decision | | For discussion | | To note | ✓ |
|----------------------|---|---------------------|--|-----------------------|--|----------------|---|