**MANCHESTER UNIVERSITY NHS FOUNDATION TRUST**

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| **Report of:** | Professor Jane Eddleston, Joint Group Medical Director | |
| **Paper prepared by:** | Ged Terriere, Guardian of Safe Working | |
| **Date of paper:** | May 2020 | |
| **Subject:** | Quarterly report from Guardian of Safe Working  (Period January – March 2020) | |
| **Purpose of Report:** | Indicate which by ✓ **(tick as applicable-please do not remove text)**     * Information to note * Support * Accept * Resolution * Approval * Ratify **✓** | |
| **Consideration of**  **Risk against Key**  **Priorities** | Staff satisfaction and reputation of the Trust | |
| **Recommendations** | That the HR Scrutiny Committee notes the content of this report | |
| **Contact:** | Name:    Tel: | Ged. Terriere  0161 701 6972 |

**Report from the Guardian of Safe Working**

**Period January – March 2020**

1. **Background**

The 2016 Terms and conditions of service for Junior doctors and Dentists in training introduced the role of the Guardian of Safe Working, (GoSW). The Guardian’s primary responsibility is to act as the champion of safe working hours for doctors in training and provide assurance to the Trust that doctors are safely rostered and that their working hours are compliant with the new terms and condition of service. As part of the above, the Guardian of Safe Working is required to submit a yearly, as well as quarterly report to the Board. This report relates to period 01 January to 31 March 2020.

The numbers of exception reports received and closed for period January 2018 – March 2020, as well as a comparison of the number of exception reports submitted for January – March 2020 against the same period in 2018 and 2019 are depicted in Appendix 1 and 2 respectively.

1. **High level data**

|  |  |
| --- | --- |
| Total number of doctors/dentists in training | **861** |
| Total number of doctors/dentists in training on 2016 TCS | **861** |

|  |  |
| --- | --- |
| Total number of exception reports raised | **131** |

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| Amount of time available in job plan for Guardian to do the role | **15 hrs** |
| Admin support provided to the Guardian per week | **15 hrs** |
| Amount of job planned time for education supervisors | **0.25 PA** |

1. **Exception Reports (January – March 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **3.1** | **Exception reports by specialty** | | | | |
| **3.1.1** | **Oxford Road Campus (ORC)** | | | | |
| **Specialty** | | **No. of exceptions carried over from last report** | **No. of exceptions raised in this quarter** | **No. of exceptions closed** | **No. of exceptions outstanding** |
| Acute Internal Medicine | | 0 | 7 | 7 | 0 |
| Care of the Elderly | | 0 | 3 | 3 | 0 |
| Endocrine | | 0 | 1 | 1 | 0 |
| Gastroenterology | | 0 | 40 | 35 | 5 |
| Respiratory | | 0 | 7 | 7 | 0 |
| Cardiology | | 0 | 3 | 3 | 0 |
| Renal Medicine | | 0 | 3 | 3 | 0 |
| Colorectal surgery | | 0 | 21 | 19 | 2 |
| Hepato-Pancreato-Biliary(HPB) | | 0 | 9 | 9 | 0 |
| Transplant | | 0 | 3 | 3 | 0 |
| Urology | | 0 | 1 | 1 | 0 |
| Vascular Surgery | | 0 | 2 | 2 | 0 |
| Trauma & Orthopaedics | | 0 | 1 | 1 | 0 |
| CAMHS | | 0 | 4 | 4 | 0 |
| Neonatal | | 0 | 1 | 1 | 0 |
| **Total** | | **0** | **106** | **99** | **7** |

**Comments regarding specific services**

**Gastroenterology**

The number of exception reports from foundation doctors has remained high in this quarter. The GoSW has previously met with the clinical lead for the service regarding the experience of the foundation doctors within the Gastroenterology service and due to the continuing reported poor experience of the traines, felt that it would be helpful to also involve the Associate Medical Director for workforce for MRI (Mr Iain McInkintyre) and the Assistant Director of Workforce Projects for MRI( Mrs Alison Wake). All parties have been keen to find a solution to improve the trainees’ experience . Following further discussion led by the Associate Medical Director for workforce with the clinical Director and Associate Director for Medical Education, a rota has been produced to increase consultants’ presence on the wards aimed at increasing the level of support to the traineees. Junior doctors’ staffing level will also be closely monitored and recruitment of further staff is also being considered. An update will be provided in the next report.

**Colorectal Service**

Exception reports have been submitted by all 4 foundation doctors allocated to this specialty during the quarter. The reports relate primarily to working longer hours than planned due to high workoad. Meeting with the GoSW and the clinical lead has been delayed due to the focus around the Covid 19 pandemic. An update will be provided in the next report.

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| **3.1.2** | **Wythenshawe, Trafford, Withington and Altrincham (WTWA)** | | | | |
| **Specialty** | | **No. of exceptions carried over from last report** | **No. of exceptions raised in this quarter** | **No. of exceptions closed** | **No. of exceptions outstanding** |
| Cardiology | | 0 | 2 | 2 | 0 |
| Care of the Elderly | | 0 | 6 | 5 | 1 |
| General Surgery | | 0 | 1 | 1 | 0 |
| Vascular Surgery | | 0 | 8 | 8 | 0 |
| ENT - Otolaryngology | | 0 | 8 | 8 | 0 |
| **Total** | | **0** | **25** | **24** | **1** |

**Comments regarding specific services**

ENT - Exception reports submitted identified heavy workload, particularly at the weekends which was resulting in one of the trainees working at time significantly longer that scheduled. The GoSW has discusssed this with both the trainee as well as the Clinical lead to gain a better understanding of the issues in the department. Following a review of the working arrangement, no further exception reports have been received since mid February. A Physician associate, who will also assist with the workload, is currently being recruited.

No action was required as the result of the other exception reports received from WTWA.

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| --- | --- | --- | --- | --- | --- |
| **3.2** | **Exception reports by grade** | | | | |
| **Grade** | | **No. of exceptions carried over from last report** | **No. of exceptions raised in this quarter** | **No. of exceptions closed** | **No. of exceptions outstanding** |
| FY1/FY2 | | 0 | 114 | 106 | **8** |
| CT1 | | 0 | 0 | 0 | 0 |
| CT2 | | 0 | 2 | 2 | 0 |
| ST1 - 2 | | 0 | 4 | 4 | 0 |
| ST3 + | | 0 | 11 | 11 | 0 |
| **Total** | | **0** | **131** | **123** | **8** |

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| --- | --- | --- | --- | --- | --- | --- |
| **3.3** | **Exception reports by rota** | | | | | |
|  | **3.3.1** | **ORC** | | | | |
| **Rota** | | | **No. of exceptions carried over from last report** | **No. of exceptions raised in this quarter** | **No. of exceptions closed** | **No. of exceptions outstanding** |
| MRI General Medicine FY1 | | | 0 | 63 | 58 | **5** |
| MRI General Surgery FY1 | | | 0 | 36 | 34 | **2** |
| MRI Vascular Surgery | | | 0 | 2 | 2 | 0 |
| RMCH CAMHS Core Trainee Rota | | | 0 | 1 | 1 | 0 |
| RMCH - \*\*CAMHS Senior New 2020 | | | 0 | 1 | 1 | 0 |
| RMCH CAMHS Senior ST3+ | | | 0 | 2 | 2 | 0 |
| St Mary's Neonates ST1-2 | | | 0 | 1 | 1 | 0 |
| **Total** | | | **0** | **106** | **99** | **7** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **3.3** | **Exception reports by rota** | | | | | | | |
|  | **3.3.2** | **WTWA** | | | | | | |
| **Rota** | | | **No. of exceptions carried over from last report** | | **No. of exceptions raised in this quarter** | | **No. of exceptions closed** | **No. of exceptions outstanding** |
| General Surgery FY1 | | | 0 | | 1 | | 1 | 0 |
| Vascular Surgery | | | 0 | | 8 | | 8 | 0 |
| General Medicine FY1 | | | 0 | | 4 | | 3 | **1** |
| General Medicine Jnr | | | 0 | | 2 | | 2 | 0 |
| WTWA Respiratory Medicine Jnr | | | 0 | | 2 | | 2 | 0 |
| ENT Snr | | | 0 | | 8 | | 8 | 0 |
| **Total** | | | **0** | | **25** | | **24** | **1** |
| **3.4** | **Exception reports by outcome** | | | | | | | |
| **Outcomes** | | | | **Number** | | **%** | | |
| Payment made | | | | 81 | | 61 | | |
| Time in Lieu | | | | 21 | | 16 | | |
| No Further action | | | | 21 | | 16 | | |
| Request further information | | | | 1 | | 0.7 | | |
| Awaiting review | | | | 7 | | 5.3 | | |
| **Total** | | | | **131** | | **100%** | | |

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| **3.5** | **Exception reports by type** | | |
| **Type** | | **No. exceptions report raised** | **%** |
| Additional hours | | 125 | 95.4% |
| Pattern | | 3 | 2.3% |
| Service Support | | 3 | 2.3% |
| **Total** | | **131** | **100%** |

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| **3.6** | **Reasons for exception reports** | |
| The main reasons identified for submission of exception reports were: | | |
| **Reasons** | | **Number** |
| High workload | | 87 |
| Low staffing levels | | 30 |
| Clinical reasons | | 7 |
| Late starting/finishing ward rounds | | 6 |
| Raising concern about rota | | 1 |
| **Total** | | **131** |

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| **3.7** | **Breaches that attract a financial penalty** |

Fines are levied when working hours breach one or more of the following situations:

1. The 48 hour average working week.
2. Maximum 72 hours worked within any consecutive period of 168 hours.
3. Minimum of 11 hours continuous rest between rostered shifts.
4. Where meal breaks are missed on more than 25% of occasions.
5. The minimum non-residential on call overnight continuous rest of 5 hours between 22.00 – 07.00 hours.
6. The minimum 8 hours total rest per 24 hour non-resident on call shift
7. The maximum 13 hours shift length
8. The minimum 11 hours rest between resident shifts

A proportion of the fine, (with the exception of fines for breaks where payment is 100%), is paid to the GoSW as specified in the 2016 Terms & conditions of service (TCS). The TCS also specifies that the Junior Doctors’ Forum (JDF) is the body that decides how accrued monies are spent within the framework identified within the TCS.

2 fines were levied against the CAMHS services for breaches of the 5 hours continuous rest between 22.00 – 07.00 hrs in February.

As agreed at the Junior doctors’ Forum, funds of £2,973 accumulated in the GoSW’s fund has been used to support improvements to the facilities in junior doctors’ rest rooms across the Trust.

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| **3.8** | **Hours monitoring exercises (for doctors on 2002 TCS only)** |

Hours monitoring of the CAMHs senior rota was commenced but as a result of changes resulted from Covid -19, has been stopped and deferred until further notice.

No monitoring exercise has been undertaken during this period at WTWA.

1. **Work Schedule reviews**

No work schedule review has been undertaken during this period.

1. **Locum bookings (Period 01/01/20 – 31/03/20)**

| **5.1 Locum bookings (Bank & Agency) by department** | | | | |
| --- | --- | --- | --- | --- |
| Area | Number of shifts requested | Number of shifts worked | No of hours requested | Number of hours worked |
| A&E | 1128 | 482 | 12476 | 3895 |
| Medical Assessment | 0 | 0 | 0 | 0 |
| Acute medicine | 497 | 758 | 4629 | 6450 |
| Acute ICU | 7 | 11 | 52 | 97 |
| Adult CRF | 16 | 16 | 54 | 66 |
| Anaesthetics | 206 | 102 | 2086 | 1019 |
| Burns and Plastics | 95 | 127 | 1038 | 1417 |
| Cardiology | 61 | 48 | 639 | 394 |
| Cardiothoracic Surgery | 150 | 220 | 1510 | 2500 |
| Care of the Elderly Rehab | 345 | 246 | 2865 | 1932 |
| Children’s Radiology | 14 | 15 | 171 | 175 |
| Community Learning Disability Team Central | 9 | 0 | 48 | 0 |
| Critical care | 23 | 5 | 230 | 64 |
| CYTOLOGY - NON GYNAE | 0 | 0 | 0 | 0 |
| Dermatology | 129 | 99 | 1065 | 720 |
| Diabetes & Endocrinology | 20 | 53 | 176 | 485 |
| ENT | 213 | 153 | 1844 | 1210 |
| Gastroenterology | 352 | 164 | 4105 | 1830 |
| General Medicine (Trafford) | 198 | 149 | 1953 | 1398 |
| General Surgery | 262 | 190 | 2633 | 1809 |
| Haematology | 132 | 4 | 1052 | 33 |
| Healthy Young Minds | 165 | 0 | 1563 | 0 |
| HISTOPATHOLOGY | 0 | 0 | 0 | 0 |
| IMS Medical Outliers | 676 | 138 | 5886 | 1156 |
| INRU (TGH) | 81 | 20 | 648 | 152 |
| Maxillofacial | 16 | 5 | 202 | 64 |
| Medical Staff Urgent Care | 499 | 358 | 4657 | 3358 |
| Medical Staff- R Transplant | 42 | 20 | 813 | 374 |
| Microbiology & Virology | 31 | 38 | 275 | 355 |
| Neurology | 0 | 3 | 0 | 32 |
| Neurophysiology | 17 | 19 | 85 | 110 |
| NICU | 49 | 44 | 467 | 415 |
| Not identified | 0 | 0 | 0 | 0 |
| NW Vent Unit - Specialist Team | 0 | 0 | 0 | 0 |
| Obstetrics & Gynaecology | 242 | 125 | 1907 | 817 |
| CAMHS | 110 | 19 | 1137 | 384 |
| Paediatric ICU | 0 | 0 | 0 | 0 |
| Paediatrics services | 0 | 0 | 0 | 0 |
| Renal medicine | 126 | 77 | 1065 | 596 |
| Respiratory - Medics | 0 | 0 | 0 | 0 |
| Resuscitation | 29 | 20 | 321 | 233 |
| Rheumatology | 0 | 1 | 0 | 24 |
| Specialty Medicine - Tertiary | 60 | 110 | 513 | 1525 |
| Thoracic | 92 | 86 | 997 | 749 |
| Trafford Medical Staff Urgent Care | 65 | 252 | 820 | 3031 |
| Trafford UCC Medical Staff | 279 | 2 | 3493 | 26 |
| Trauma & Orthopaedics | 480 | 364 | 4428 | 3405 |
| Urology | 186 | 147 | 1919 | 1562 |
| Vascular Surgery Medical Staff | 73 | 50 | 685 | 486 |
| Wythenshawe x-ray | 25 | 40 | 149 | 202 |
| COVID-19 | 200 | 0 | 1859 | 0 |
| Cytology | 0 | 11 | 0 | 97 |
| Main X-ray | 7 | 0 | 60 | 0 |
| Medical Staff - Acute Med | 31 | 23 | 268 | 173 |
| Medical staff - other | 474 | 406 | 4642 | 4178 |
| Paediatrics | 235 | 202 | 3097 | 1987 |
| PICU | 274 | 214 | 2607 | 1994 |
| Respiratory | 26 | 4 | 215 | 13 |
| RMCH CAMS | 45 | 60 | 832 | 1128 |
| Surgery | 47 | 56 | 603 | 667 |
| **Total** | **8539** | **5756** | **84833** | **54779** |

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| --- | --- | --- | --- | --- |
| **5.2 Locum bookings (Bank & Agency) by grade** | | | | |
| **Specialty** | **Number of shifts requested** | **Number of shifts worked** | **Hours requested** | **Hours worked** |
| Consultant | 2119 | 1416 | 18360 | 11689 |
| Foundation (Y1) | 99 | 59 | 816 | 511 |
| Foundation (Y2) | 230 | 159 | 2047 | 1320 |
| StR 1-2 & Core Medical Trainees | 3457 | 2350 | 33359 | 22385 |
| StR3+ | 2261 | 1638 | 26686 | 17503 |
| Specialty/Staff Grade doctors | 373 | 134 | 3565 | 1371 |
| **Total** | **8539** | **5756** | **84833** | **54779** |

| **5.3 Locum bookings (Bank & Agency) by reason** | | | | |
| --- | --- | --- | --- | --- |
| **Reason** | **Number of shifts requested** | **Number of shifts worked** | **Hours requested** | **Hours worked** |
| Additional activity | 3129 | 2364 | 30466 | 23037 |
| Annual leave | 70 | 0 | 651 | 0 |
| Capacity & Demand | 82 | 20 | 720 | 256 |
| Carer leave | 1 | 0 | 5 | 0 |
| Covid 19 pressures | 202 | 0 | 1943 | 0 |
| Maternity/Paternity leave | 50 | 3 | 466 | 45 |
| Sickness | 240 | 110 | 2451 | 1106 |
| Special leave | 10 | 4 | 92 | 23 |
| Study leave | 2 | 6 | 22 | 33 |
| Vacancy | 4689 | 3249 | 47475 | 30280 |
| Winter pressures | 64 | 0 | 515 | 0 |
| **Total** | **8539** | **5756** | **84833** | **54779** |

*Of the shifts undertaken by locums, 4373 (76%) were provided by bank staff and the remaining 1383 (24%) by agency staff.*

1. **Establishment figures and vacancies each month (Period 01/01/20 – 31/03/20)**

Please note that the data below relates only to doctors in training and as such only provides part of the vacancy picture across the Trust.

Use of the Allocate software for rosters across MFT will also enable the number of vacancies for non-training grade doctors to be captured and included in this report once full roll out of the software has been undertaken.

| **6.1** | **Oxford Road Campus** | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **Specialty** | | **Grade** | **Establishment** | **Vacancies** | | |
| **Jan** | **Feb** | **Mar** |
| Academic | | Foundation Year 2 | 2.0 | 0 | 0 | 0 |
| ACCS Anaesthetics | | Specialty Training Level 1/2: CT2 | 4.0 | 0 | 0 | 0 |
| ACCS EM | | Specialty Training Level 1/2: CT1 | 3.0 | 0 | 0 | 0 |
| ACCS ICM | | Specialty Training Level 1/2: 2 | 4.0 | 0 | 0 | 0 |
| ACCS Medicine | | Specialty Training Level 1/2: CT1 | 3.0 | 0 | 0 | 0 |
| Acute Internal Medicine | | Foundation Year 1 | 2.0 | 0 | 0 | 0 |
| SpR/Speciality Trainee Level 3+ | 5.0 | 0 | 0 | 0 |
| Anaesthetics | | Foundation Year 2 | 2.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 39.0 | 1 | 2 | 2 |
| Audio-vestibular Medicine | | SpR/Speciality Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Cardiology | | Foundation Year 1 | 1.0 | 0 | 0 | 0 |
| SpR/Speciality Trainee Level 3+ | 7.0 | 0 | 0 | 0 |
| Cardiothoracic Surgery | | Foundation Year 1 | 1.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 3.0 | 2 | 3 | 3 |
| Chemical Pathology | | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 2 | 2 |
| Child and Adolescent Psychiatry | | SpR/Specialty Trainee Level 4+ | 10.0 | 3 | 1 | 1 |
| Clinical Genetics | | SpR/Specialty Trainee Level 3+ | 5.0 | 0 | 2 | 2 |
| Clinical Radiology | | SpR/Specialty Trainee Level 3+ | 15.0 | 2 | 1 | 1 |
| Core Anaesthetics Training | | Specialty Training Level 1/2: ST1 | 3.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: ST2 | 2.0 | 0 | 0 | 0 |
| Core Medical Training | | Specialty Training Level 1/2: CT1-3 | 18.0 | 6 | 3 | 3 |
| Core Psychiatry Training | | Specialty Training Level 1/2: CT1 | 1.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: CT2 | 4.0 | 0 | 0 | 0 |
| Core Surgical Training | | Specialty Training Level 1/2: CT1-3 | 16.0 | 3 | 2 | 2 |
| Dental Core Training | | Dental Core Training | 17.0 | 0 | 0 | 0 |
| Dental Public Health | | Dental SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Emergency Medicine | | Foundation Year 2 | 12.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: GP | 7.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 15.0 | 0 | 0 | 0 |
| Endocrinology and Diabetes Mellitus | | Specialty Training Level 1/2: GP | 1.0 | 0 | 1 | 1 |
| Gastroenterology | | SpR/Specialty Trainee Level 3+ | 5.0 | 1 | 0 | 0 |
| Foundation Year 1 | 3.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: GP | 1.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 3.0 | 0 | 0 | 0 |
| General Medicine | | Foundation Year 1 | 14.0 | 0 | 0 | 0 |
| Specialty Trainee Level 1 /2: GP | 1.0 | 0 | 0 | 0 |
| General Practice | | Non-Foundation Year 2: GP | 16.0 | 0 | 0 | 0 |
| General Psychiatry | | Foundation Year 1 | 3.0 | 0 | 0 | 0 |
| Foundation Year 2 | 4.0 | 0 | 0 | 0 |
| General Surgery | | Foundation Year 1 | 12.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 10.0 | 2 | 1 | 1 |
| Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| Genitourinary Medicine | | Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 4.0 | 0 | 0 | 0 |
| Geriatric Medicine | | Specialty Training Level 1/2: GP | 1.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 4.0 | 1 | 0 | 0 |
| Specialty Training Level 1/2: GP | 1.0 | 0 | 0 | 0 |
| Haematology | | SpR/Specialty Trainee Level 3+ | 9.0 | 0 | 0 | 0 |
| Histopathology | | Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: ST1 | 8.0 | 0 | 1 | 1 |
| SpR/Specialty Trainee Level 3+ | 6.0 | 0 | 1 | 1 |
| Immunology | | SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 1 | 1 |
| Intensive Care Medicine | | SpR/Specialty Trainee Level 3+ | 12.0 | 0 | 1 | 1 |
| Maxillofacial Radiology | | Non-Dental SpR/ Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Medical Microbiology | | Specialty Training Level 1/2: ST1 | 1.0 | 0 | 1 | 1 |
| SpR/Specialty Trainee Level 3+ | 5.0 | 0 | 0 | 0 |
| Neurosurgery | | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Nuclear Medicine | | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Obstetrics and Gynaecology | | Foundation Year 2 | 2.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: GP | 6.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: ST1 | 1.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: ST2 | 1.0 | 0 | 0 | 0 |
| Speciality Training level 3+ | 2.0 | 0 | 1 | 1 |
| Ophthalmology | | Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: CT2 | 1.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: ST2 | 1.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 17.0 | 0 | 0 | 0 |
| Oral and Maxillofacial Surgery | | SpR/Specialty Trainee Level 3+ | 4.0 | 0 | 0 | 0 |
| Oral Medicine | | Non-Dental SpR/ Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Oral Rehab/Head & Neck Fellowship | | Non-Dental SpR/ Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Oral Surgery | | Non-Dental SpR/ Specialty Trainee Level 3+ | 3.0 | 0 | 0 | 0 |
| Orthodontics | | Non-Dental SpR/ Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Otolaryngology | | SpR/Specialty Trainee Level 3+ | 4.0 | 0 | 0 | 0 |
| Paediatric and Perinatal Pathology | | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Paediatric Cardiology | | SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Paediatric Dentistry | | Non-Dental SpR/ Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 3.0 | 0 | 0 | 0 |
| Paediatric Emergency Medicine | | Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| Paediatric Surgery | | SpR/Specialty Trainee Level 3+ | 8.0 | 1 | 1 | 1 |
| Paediatrics | | Specialty Training Level 1/2: GP | 3.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: ST1 | 2.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: ST2 | 20.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee ST3+ | 47.0 | 2 | 3 | 3 |
| Paediatrics | | Foundation Year 2 | 2.0 | 0 | 0 | 0 |
| Plastic Surgery | | SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 1 | 1 |
| Rehabilitation Medicine | | SpR/Specialty Trainee Level 3+ | 2.0 | 1 | 1 | 1 |
| Renal Medicine | | Foundation Year 1 | 2.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 8.0 | 0 | 1 | 1 |
| Respiratory Medicine | | Foundation Year 1 | 1.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 3.0 | 0 | 0 | 0 |
| Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| Restorative Dentistry | | Dental SpR/Specialty Trainee Level 3+ | 3.0 | 0 | 0 | 0 |
| Other SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Rheumatology | | SpR/Specialty Trainee Level 3+ | 3.0 | 0 | 0 | 0 |
| Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| Trauma and Orthopaedic Surgery | | Foundation Year 1 | 3.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 7.0 | 0 | 0 | 0 |
| Urology | | Foundation Year 1 | 3.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Vascular Surgery | | Foundation Year 1 | 3.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 3.0 | 0 | 0 | 0 |
| **Grand Total** | |  | **540.0** | **25** | **31** | **31** |

| **6.2** | **Wythenshawe Hospital site** | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **Specialty** | | **Grade** | **Establishment** | **Vacancies** | | |
| **Jan** | **Feb** | **Mar** |
| Academic | | Foundation Year 2 | 2.0 | 0 | 0 | 0 |
| ACCS Anaesthetics | | Specialty Training Level 1/2: CT2 | 4.0 | 0 | 0 | 0 |
| ACCS EM | | Specialty Training Level 1/2: CT1 | 3.0 | 0 | 0 | 0 |
| ACCS ICM | | Specialty Training Level 1/2: 2 | 4.0 | 0 | 0 | 0 |
| ACCS Medicine | | Specialty Training Level 1/2: CT1 | 3.0 | 0 | 0 | 0 |
| Acute Internal Medicine | | Foundation Year 1 | 2.0 | 1 | 0 | 0 |
| SpR/Speciality Trainee Level 3+ | 5.0 | 0 | 0 | 0 |
| Allergy | | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Anaesthetics | | SpR/Specialty Trainee Level 3+ | 23.0 | 1 | 0 | 0 |
| Cardiology | | Foundation Year 1 | 2.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: GP | 1.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 6.0 | 0 | 1 | 1 |
| Cardiothoracic Surgery | | SpR/Specialty Trainee Level 3+ | 3.0 | 2 | 2 | 2 |
| Chemical Pathology | | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Clinical Radiology | | Specialty Training Level 1/2: ST1 | 2.0 | 0 | 2 | 2 |
| SpR/Specialty Training | 9.0 | 1 | 0 | 0 |
| Core Anaesthetics Training | | Specialty Training Level 1/2: CT1 | 2.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: CT2 | 5.0 | 0 | 0 | 0 |
| Core Medical Training | | Specialty Training Level 1/2: CT1 | 12.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: CT2 | 16.0 | 5 | 6 | 6 |
| Core Surgical Training | | Specialty Training Level 1/2: CT1 | 12.0 | 0 | 0 | 0 |
| Speciality Training Level 1 / 2:  CT 2 | 4.0 | 0 | 1 | 1 |
| Dental Core Training | | Dental Core Training | 17.0 | 0 | 0 | 0 |
| Emergency Medicine | | Foundation Year 2 | 5.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: GP | 5.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 7.0 | 0 | 0 | 0 |
| Foundation Year 1 | 1.0 | 0 | 0 | 0 |
| Endocrinology and Diabetes Mellitus | | Specialty Training Level 1/2: GP | 2.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 4.0 | 0 | 0 | 0 |
| Gastroenterology | | Specialty Training Level 1/2: GP | 2 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 3.0 | 0 | 0 | 0 |
| General Medicine | | Foundation Year 1 | 4.0 | 0 | 0 |  |
| General Practice | | Non-Foundation Year 2: GP | 16.0 | 0 | 0 | 0 |
| General Psychiatry | | Foundation Year 1 | 3.0 | 0 | 0 | 0 |
| Foundation Year 2 | 4.0 | 0 | 0 | 0 |
| General Surgery | | Foundation Year 1 | 8.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 7.0 | 0 | 0 | 0 |
| Genitourinary Medicine | | SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Foundation Year 1 | 6.0 | 0 | 0 | 0 |
| Geriatric Medicine | | Specialty Training Level 1/2: GP | 6.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 6.0 | 0 | 0 | 0 |
| Histopathology | | SpR/Specialty Trainee Level 3+ | 4.0 | 1 | 1 | 1 |
| Intensive Care Medicine | | Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 10.0 | 5 | 4 | 4 |
| Liaison Psychiatry | | Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| Medical Microbiology | | SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Obstetrics and Gynaecology | | Foundation Year 2 | 2.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: GP | 3.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2 | 3.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 8.0 | 0 | 0 | 0 |
| Old Age Psychiatry | | Foundation Year 1 | 1.0 | 0 | 0 | 0 |
| Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| Oral and Maxillofacial Surgery | | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Orthodontics | | Dental SpR/Specialty Trainee Level 3+ | 3.0 | 0 | 0 | 0 |
| Otolaryngology | | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Paediatrics | | Foundation Year 2 | 2.0 | 0 | 0 | 0 |
| Specialty Training Level 1/2: ST1-2 | 5.0 | 0 | 1 | 1 |
| Specialty Training Level 1/2: GP | 5.0 | 0 | 0 | 0 |
| Specialty Training Level 3: ST3 | 8.0 | 0 | 0 | 0 |
| Pathology | | Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| Plastic Surgery | | SpR/Specialty Trainee Level 3+ | 13.0 | 3 | 2 | 2 |
| Plastic Surgery (Hand Surgery) | | SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Rehabilitation Medicine | | SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Renal Medicine | | Foundation Year 1 | 1.0 | 0 | 0 | 0 |
| Respiratory Medicine | | Foundation Year 1 | 4.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 8.0 | 0 | 0 | 0 |
| Rheumatology | | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Stroke Medicine | | Foundation Year 1 | 1.0 | 0 | 0 | 0 |
| Trauma and Orthopaedic Surgery | | Foundation Year 1 | 4.0 | 0 | 0 | 0 |
| Foundation Year 2 | 1.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 4.0 | 0 | 0 | 0 |
| Urology | | Foundation Year 1 | 2.0 | 0 | 0 | 0 |
| SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Vascular Surgery | | Foundation Year 1 | 3.0 | 0 | 1 | 1 |
| **Grand Total** | |  | **321.0** | **19** | **21** | **21** |

1. **Summary**

Implementation of the 2016 contract has been undertaken in phases. The remaining group of trainees on the ‘old’ contract transferred to the 2016 contract in February 2020. However, it was not expected that this would lead to an increase in the number of exception reports as the trainees involved were more senior and from experience to date, less likely to exception report.

131 exception reports were submitted during this quarter, with below than average numbers being submitted in March. The reasons for this are not clear.

The majority of reports received in the quarter are associated with high workload resulting in additional hours being worked. Payment for the additional hours was agreed in 61% of cases. Foundation doctors submitted the highest number (87%) of exception reports.

The highest number of exception reports in this period has been submitted by trainees within Gastroenterology and Colorectal services at ORC. Gastroenterology, in particular is an area of concern as the number of exception reports submitted has remained high over the last 6 months. Action taken to improve matters is outlined on page 4 of this report.

In comparison to the previous quarter, the number of vacant posts for trainees at WTWA has remained unchanged. There has however been a slight increase in the number of vacancies at ORC. Core Medical training at ORC and Intensive Care Medicine at WTWA have been the groups with the most vacancies in the quarter.

Within the new Terms and Conditions of service for doctors and dentists in training, there is a requirement for trainees to have 8 hours rest per 24 hour on call period, 5 of which should be continuous between 22.00 – 07.00 hours. The 2 fines levied in February against CAMHS resulted from a breach of the continuous rest period. Whilst the situation has improved following action taken by the department of ensuring the availability of a second doctor on call, there is still a risk that on occasions a breach will occur. The GoSW has raised this as an area of concern at the last meeting of the GoSWs from the North West. No immediate solutions were identified to this issue. There has also been liaison of the GoSW at MFT and the GoSW for the Lead employer for trainees about this. The latter intends to raise this as an area of potential concern in his report to the Board for St Helens and Knowsley NHS Trust.

Exception reports continue to provide useful information regarding day to day pressures in service delivery and access to educational sessions.

**Appendix 1**

**Total number of exception reports submitted each month and number closed at the end of the month (Period January 2018 – March 2020)**

|  |  |  |
| --- | --- | --- |
| Month | Total number of exception reports raised | Total number of exception reports closed at time of report |
| January 2018 | 55 | 53 |
| February 2018 | 37 | 37 |
| March 2018 | 27 | 21 |
| April 2018 | 23 | 22 |
| May 2018 | 21 | 21 |
| June 2018 | 24 | 24 |
| July 2018 | 11 | 9 |
| August 2018 | 59 | 48 |
| September 2018 | 60 | 39 |
| October 2018 | 60 | 49 |
| November 2018 | 36 | 35 |
| December 2018 | 23 | 17 |
| January 2019 | 72 | 64 |
| February 2019 | 45 | 36 |
| March 2019 | 45 | 35 |
| April 2019 | 27 | 17 |
| May 2019 | 67 | 52 |
| June 2019 | 35 | 31 |
| July 2019 | 49 | 46 |
| August 2019 | 62 | 45 |
| September 2019 | 91 | 77 |
| October 2019 | 94 | 93 |
| November 2019 | 22 | 21 |
| December 2019 | 44 | 41 |
| January 2020 | 55 | 55 |
| February 2020 | 49 | 48 |
| March 2020 | 27 | 20 |
| **Total** | **1220** | **-** |

**Graphical representation of exception reports submitted from January 2018 – March 2020**

**Appendix 2**

**Comparison of number of exception reports submitted for January - March 2020 against the same period in 2018 and 2019.**

**Table 2**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Date** | **Jan 2018** | **Jan 2019** | **Jan 2020** | **Feb 2018** | **Feb 2019** | **Feb 2020** | **March 2018** | **March**  **2019** | **March**  **2020** |
| **Number of Exception Reports** | 55 | 72 | 55 | 37 | 45 | 49 | 27 | 45 | 27 |