

## MANCHESTER UNIVERSITY NHS FOUNDATION TRUST

<b>Report of:</b>	Professor Jane Eddleston & Dr Toli Onon - Joint Group Medical Director	
<b>Paper prepared by:</b>	Ged Terriere, Guardian of Safe Working	
<b>Date of paper:</b>	December 2020	
<b>Subject:</b>	Quarterly report from Guardian of Safe Working (Period July – September 2020)	
<b>Purpose of Report:</b>	<p>Indicate which by ✓ <b>(tick as applicable-please do not remove text)</b></p> <ul style="list-style-type: none"> <li>• Information to note</li> <li>• Support</li> <li>• Accept</li> <li>• Resolution</li> <li>• Approval</li> <li>• Ratify ✓</li> </ul>	
<b>Consideration of Risk against Key Priorities</b>	Staff satisfaction and reputation of the Trust	
<b>Recommendations</b>	That the HR Scrutiny Committee notes the content of this report	
<b>Contact:</b>	<u>Name:</u>	Ged. Terriere
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## Report from the Guardian of Safe Working Period July – September 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 a quarterly report to the Board. This report relates to period 01 July to 30 September 2020.

The number of exception reports received and closed for period July 2018 – September 2020 is depicted in Appendix 1. In addition, the number of exception reports submitted for period July – September 2020 against the same period in 2018 and 2019 are depicted in Appendix 2.

### 2. High level data

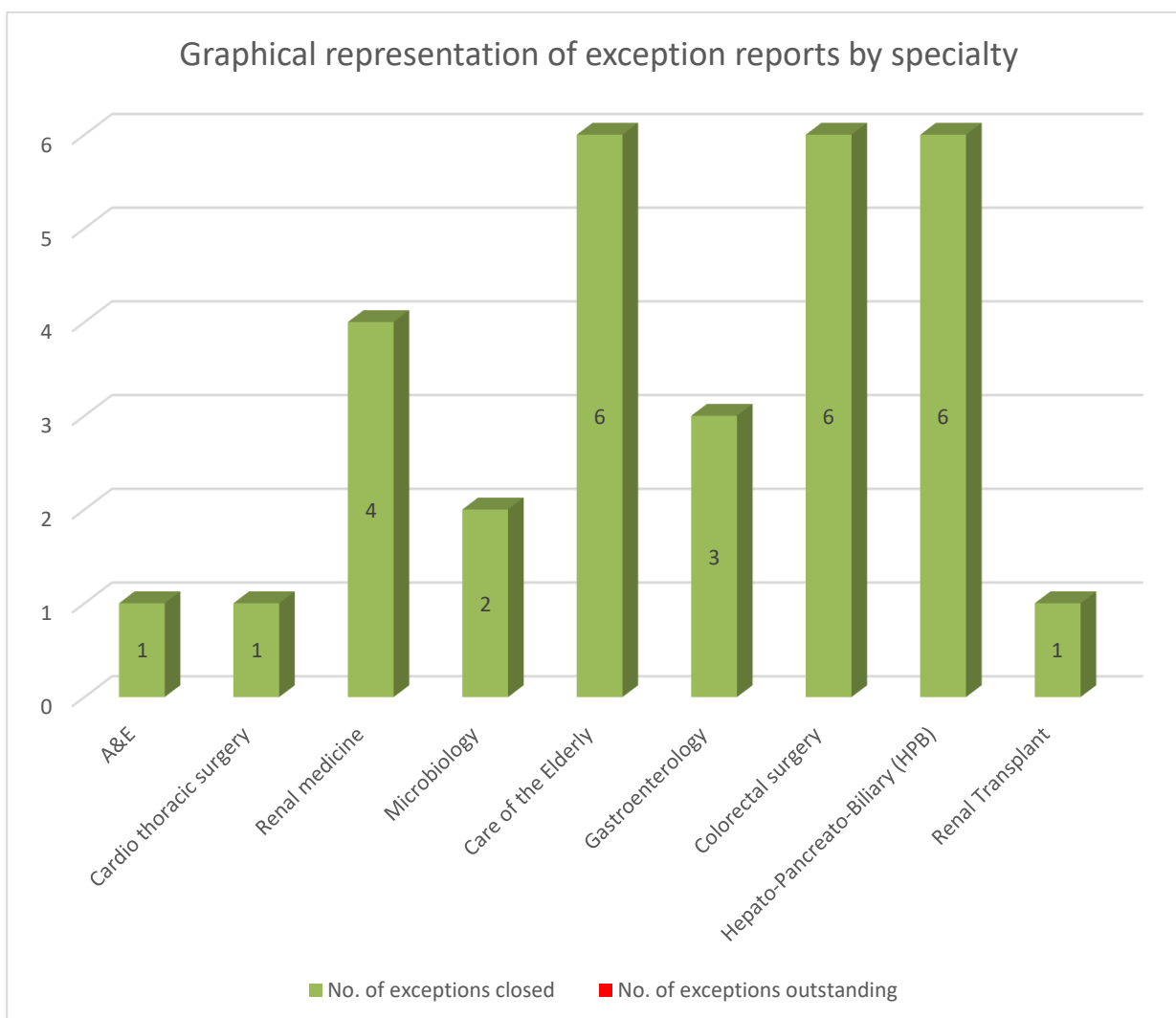
Total number of doctors/dentists in training	<b>861</b>
Total number of doctors/dentists in training on 2016 TCS	<b>861</b>

Total number of exception reports raised	<b>59</b>
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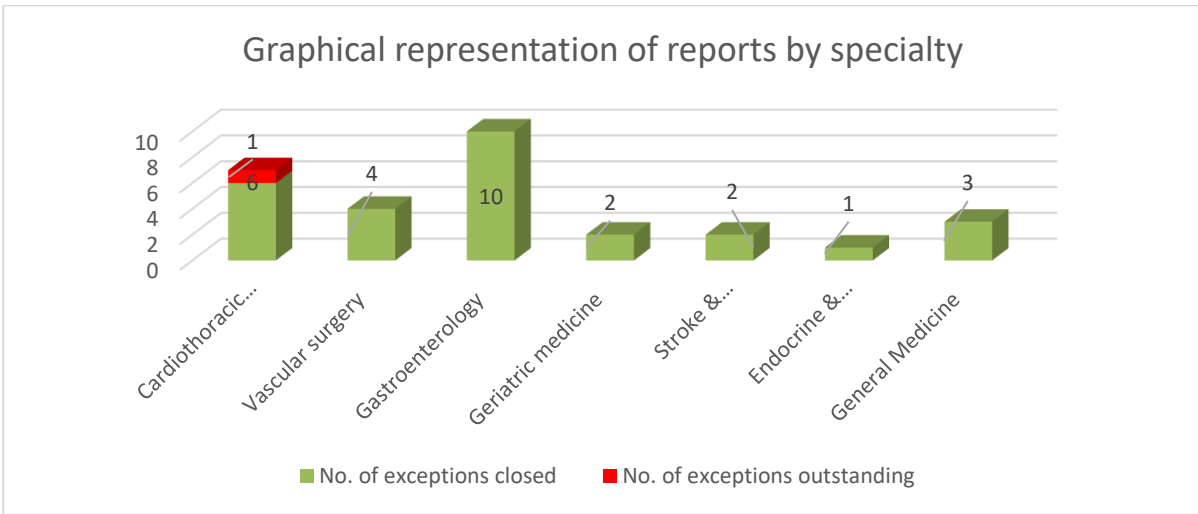
Amount of time available for the Guardian to do the role per week	<b>15 hrs</b>
Admin support provided to the Guardian per week	<b>15 hrs</b>
Amount of job planned time for education supervisors	<b>0.25 PA</b>

### 3. Exception Reports (July – September 2020)

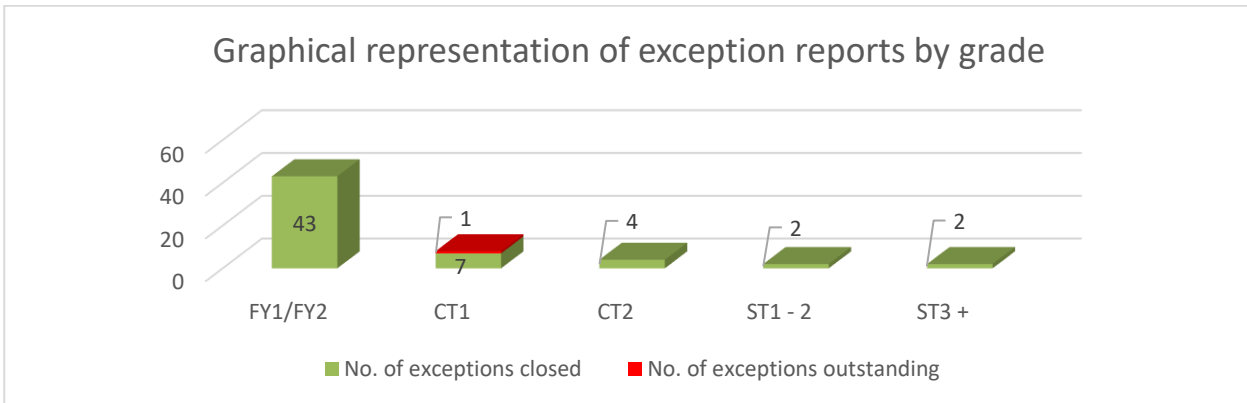
3.1 Exception reports by speciality				
3.1.1 Oxford Road Campus (ORC)				
Speciality	No. of exceptions carried over from last report	No. of exceptions raised in this quarter	No. of exceptions closed	No. of exceptions outstanding
A&E	0	1	1	0
Cardio thoracic surgery	0	1	1	0
Renal medicine	0	4	4	0
Microbiology	0	2	2	0
Care of the Elderly	0	6	6	0
Gastroenterology	0	3	3	0
Colorectal surgery	0	6	6	0
Hepato-Pancreato-Biliary (HPB)	0	6	6	0
Renal Transplant	0	1	1	0
<b>Total</b>	0	30	<b>30</b>	<b>0</b>



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
Cardiothoracic surgery	0	7	6	1
Vascular surgery	0	4	4	0
Gastroenterology	0	10	10	0
Geriatric medicine	0	2	2	0
Stroke & Community	0	2	2	0
Endocrine & Diabetes	0	1	1	0
General Medicine	0	3	3	0
<b>Total</b>	<b>0</b>	<b>29</b>	<b>28</b>	<b>1</b>



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	43	43	0
CT1	0	8	7	1
CT2	0	4	4	0
ST1 - 2	0	2	2	0
ST3 +	0	2	2	0
<b>Total</b>	<b>0</b>	<b>59</b>	<b>58</b>	<b>1</b>

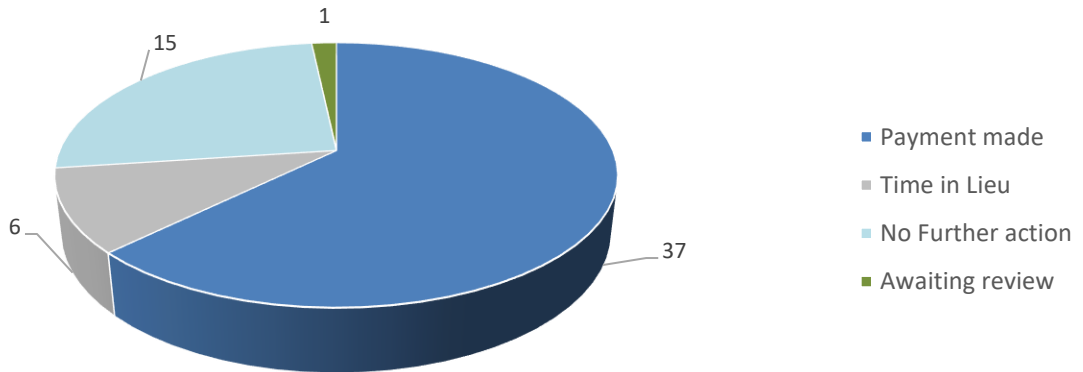


<b>3.3 Exception reports by rota</b>				
<b>3.3.1 ORC</b>				
<b>Rota</b>	<b>No. of exceptions carried over from last report</b>	<b>No. of exceptions raised in this quarter</b>	<b>No. of exceptions closed</b>	<b>No. of exceptions outstanding</b>
MRI Cardio thoracic FY1	0	1	1	0
MRI General Medicine FY1	0	1	1	0
MRI General Surgery FY1	0	13	13	0
MRI A&E Lower GP ST1/2 (Green) FY2 - August 2020	0	1	1	0
MRI General Medicine FY1 August 2020	0	12	12	0
MRI Medical Microbiology ST3+	0	2	2	0
<b>Total</b>	<b>0</b>	<b>30</b>	<b>30</b>	<b>0</b>

<b>3.3 Exception reports by rota</b>				
<b>3.3.2 WTWA</b>				
<b>Rota</b>	<b>No. of exceptions carried over from last report</b>	<b>No. of exceptions raised in this quarter</b>	<b>No. of exceptions closed</b>	<b>No. of exceptions outstanding</b>
Cardio thoracic FY1	0	3	3	0
Cardio thoracic Surgery St3+ August 2020	0	2	1	1
WTWA CT Surgery Junior	0	2	2	0
WTWA Gen Med FY1 - August 2020	0	4	4	0
WTWA Gen Med FY1 Covid-step down	0	1	1	0
WTWA Gen Med Jnr - August 2020	0	7	7	0
WTWA General Medicine Foundation	0	6	6	0
WTWA Vascular Surgery	0	4	4	0
<b>Total</b>	<b>0</b>	<b>29</b>	<b>28</b>	<b>1</b>

3.4 Exception reports by outcome		
Outcomes	Number of exceptions raised	%
Payment made	37	63
Time in Lieu	6	10
No Further action	15	25
Awaiting review	1	2
<b>Total</b>	<b>59</b>	<b>100%</b>

Graphical representation of exception reports by outcome

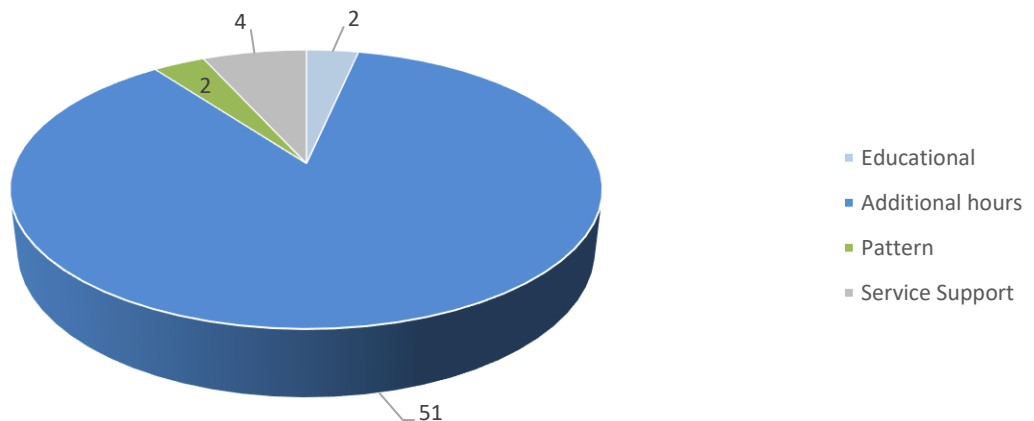


3.5 Exception reports by type		
Type	No. exceptions reports raised	%
Educational	2	3.5%
Additional hours	51	86%
Pattern *	2	3.5
Service Support **	4	7%
<b>Total</b>	<b>59</b>	<b>100%</b>

\* Refers to different working arrangements than specified in the work schedule

\*\*All 4 exception reports relate to not having the full complement of staff when on call.

Graphical representation of reports by type

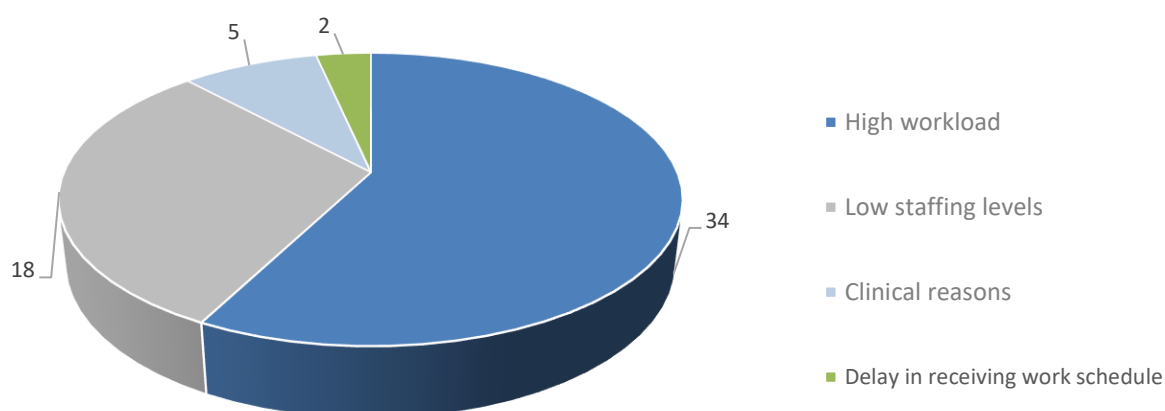


### 3.6 Reasons for exception reports

The main reasons identified for submission of exception reports were:

Reasons	Number
High workload	34
Low staffing levels	18
Clinical reasons	5
Delay in receiving work schedule	2
<b>Total</b>	<b>59</b>

Graphical representation of reasons for exception reports



### 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 hours 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 hours non-resident on call shift
7. The maximum 13 hours shift length
8. The minimum 11 hours rest between resident shifts

No breaches attracting a financial penalty were identified during this quarter.

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

No monitoring exercise has been undertaken during this period.

#### 4. Work Schedule reviews

A review of the rota in Cardiology at ORC has been undertaken following trainees' concerns about the rota. A new rota has been produced with the involvement of the trainees. A review of the rota in Microbiology across ORC and Wythenshawe is also being undertaken.

#### 5. Locum bookings (Period 01/07/20 – 30/09/20)

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	580	510	5335	4552
Acute ICU	11	9	109	99
Acute medicine	184	167	1780	1593
Additional requests to support plans for COVID-19	1338	1139	11945	9599
Adult CRF	29	28	105	101
Anaesthetics	202	183	2281	1945
Burns and Plastics	189	154	2092	1773
CAMHS	143	104	1749	1264
Cardiology	36	27	351	271
Cardiothoracic Surgery	176	154	1873	1591
Care of the Elderly Rehab	129	88	1189	708
Chemical Pathology	10	9	27	25
Community Learning Disability Team Central	42	17	336	132
Critical care	31	27	420	307
Dermatology	105	69	843	512
Diabetes & Endocrinology	2	2	25	25
ENT	420	314	4951	3838
Gastroenterology	217	125	1852	1082
General Surgery	96	70	1071	786



### 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
Haematology	208	180	1754	1512
Healthy Young Minds	53	31	663	323
Heart and Lung Services	3	1	39	15
Histopathology	21	12	158	84
Major Trauma	5	0	45	0
Maxillofacial	20	15	290	239
Medical Assessment	28	28	274	268
Neurophysiology/Neurology	5	0	50	0
NICU	9	4	80	36
Obstetrics & Gynaecology	139	112	1162	938
Paediatric - Community	26	21	220	204
Paediatric Radiology	12	12	122	122
Paediatrics services	704	579	7330	5934
Radiology	1	1	4	4
Renal medicine	17	15	169	141
Renal Transplant	11	3	175	46
Respiratory	3	3	21	21
Respiratory Medicine	38	36	367	344
Speciality not specified	105	88	990	781
Thoracic Medicine	104	70	975	692
Trafford - INRU	53	47	424	373
Trafford - Medicine	404	342	4696	3819
Trauma & Orthopaedics	572	489	5825	5025
Urgent Care	474	430	4359	3974

<b>5.1 Locum bookings (Bank &amp; Agency) by department</b>				
Area	Number of shifts requested	Number of shifts worked	No of hours requested	Number of hours worked
Urology	52	44	655	549
Vascular Surgery	10	9	168	153
WTWA – Nightingale unit	5	3	864	24
XRAY	54	18	342	144
<b>Total</b>	<b>7,076</b>	<b>5,789</b>	<b>70,555</b>	<b>55,961</b>

<b>5.2 Locum bookings (Bank &amp; Agency) by grade</b>				
Specialty	Number of shifts requested	Number of shifts worked	Hours requested	Hours worked
Consultant / GP	1,549	1,120	13,665	9,326
Foundation (Y1)	521	498	4706	4,102
Foundation (Y2)	197	179	1,850	1,611
StR 1-2 & Core Medical Trainees	2,853	2,362	28,224	23,231
StR3+	1,864	1,569	21,362	17,056
Specialty/Staff Grade doctors	92	61	1049	635
<b>Total</b>	<b>7,076</b>	<b>5,789</b>	<b>70,555</b>	<b>55,961</b>

<b>5.3 Locum bookings (Bank &amp; Agency) by reason</b>				
Reason	Number of shifts requested	Number of shifts worked	Hours requested	Hours worked
Additional activity	2,125	1,796	2,1240	17,876
Annual leave	38	27	359	247
Capacity & Demand	209	117	1,854	991
Additional pressures	1,401	1,187	1,2649	10,043

<b>5.3 Locum bookings (Bank &amp; Agency) by reason</b>				
<b>Reason</b>	<b>Number of shifts requested</b>	<b>Number of shifts worked</b>	<b>Hours requested</b>	<b>Hours worked</b>
Sickness	421	335	4,208	3,509
Special leave	84	78	824	741
Study leave	4	0	36	0
Vacancy	2,794	2,249	2,9385	22,554
<b>Total</b>	<b>7,076</b>	<b>5,789</b>	<b>70,555</b>	55,961

*Of the 5,789 shifts undertaken by locums, 4828 (83%) were provided by bank staff and the remaining 961 (17%) by agency staff.*

## 6. Establishment figures and vacancies each month (Period 01/07/20 – 30/09/20)

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.

<b>6.1 Oxford Road Campus</b>					
<b>Specialty</b>	<b>Grade</b>	<b>Establishment</b>	<b>Vacancies</b>		
			<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
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/Speciality Trainee Level 3+	39.0	1	0	0
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/Speciality Trainee Level 3+	3.0	3	1	1
Chemical Pathology	SpR/Speciality Trainee Level 3+	2.0	1	0	0

6.1 Oxford Road Campus					
Specialty	Grade	Establishment	Vacancies		
			Jul	Aug	Sep
Child and Adolescent Psychiatry	SpR/Specialty Trainee Level 4+	10.0	0	0	0
Clinical Genetics	SpR/Specialty Trainee Level 3+	5.0	2	1	1
Clinical Radiology	SpR/Specialty Trainee Level 3+	15.0	1	0	0
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	3	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	2	1	1
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	0	0
Gastroenterology	SpR/Specialty Trainee Level 3+	5.0	0	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	1	0	0
	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

6.1 Oxford Road Campus					
Specialty	Grade	Establishment	Vacancies		
			Jul	Aug	Sep
Geriatric Medicine	Specialty Training Level 1/2: GP	1.0	0	0	0
	SpR/Specialty Trainee Level 3+	4.0	0	2	2
	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	1	1	01
	SpR/Specialty Trainee Level 3+	6.0	0	1	1
Immunology	SpR/Specialty Trainee Level 3+	1.0	1	0	0
Intensive Care Medicine	SpR/Specialty Trainee Level 3+	12.0	1	0	0
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	0	0
	SpR/Specialty Trainee Level 3+	5.0	1	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	0	0
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	2	0	0
Oral and Maxillofacial Surgery	SpR/Specialty Trainee Level 3+	4.0	1	1	1
Oral Medicine	Non-Dental SpR/ Specialty Trainee Level 3+	1.0	0	0	0

<b>6.1 Oxford Road Campus</b>					
<b>Specialty</b>	<b>Grade</b>	<b>Establishment</b>	<b>Vacancies</b>		
			<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
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	0	0	0
Paediatrics	Foundation Year 2	2.0	0	0	0
Plastic Surgery	SpR/Specialty Trainee Level 3+	1.0	1	1	1
Rehabilitation Medicine	SpR/Specialty Trainee Level 3+	2.0	1	2	2
Renal Medicine	Foundation Year 1	2.0	0	0	0
	SpR/Specialty Trainee Level 3+	8.0	0	0	0
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

6.1 Oxford Road Campus					
Specialty	Grade	Establishment	Vacancies		
			Jul	Aug	Sep
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
<b>Total</b>		<b>540.0</b>	<b>24</b>	<b>15</b>	<b>15</b>

6.2 Wythenshawe Hospital site					
Specialty	Grade	Establishment	Vacancies		
			Jul	Aug	Sep
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	1	1
Acute Internal Medicine	Foundation Year 1	2.0	0	0	0
	SpR/Specialty 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	0	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	0	0
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	0	0
	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

6.2 Wythenshawe Hospital site					
Specialty	Grade	Establishment	Vacancies		
			Jul	Aug	Sep
Core Medical Training	Specialty Training Level 1/2: CT1	12.0	0	0	0
	Specialty Training Level 1/2: CT2	16.0	5	2	2
Core Surgical Training	Specialty Training Level 1/2: CT1	12.0	1	3	3
	Specialty Training Level 1 / 2: CT 2	4.0	0	0	0
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	1	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	0	0
Intensive Care Medicine	Foundation Year 2	1.0	0	0	0
	SpR/Specialty Trainee Level 3+	10.0	3	0	0
Liaison Psychiatry	Foundation Year 2	1.0	0	0	0
Medical Microbiology	SpR/Specialty Trainee Level 3+	1.0	0	0	0



6.2 Wythenshawe Hospital site					
Specialty	Grade	Establishment	Vacancies		
			Jul	Aug	Sep
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	0	0
	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	1	0	0
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	1	1
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	1	1

<b>6.2 Wythenshawe Hospital site</b>					
<b>Specialty</b>	<b>Grade</b>	<b>Establishment</b>	<b>Vacancies</b>		
			<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
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	0	0
<b>Grand Total</b>		<b>321.0</b>	<b>15</b>	<b>10</b>	<b>10</b>

## 7. Summary

During the height of the Covid 19 pandemic, there was a suspension of the Terms and Conditions of Service for NHS Doctors and Dentists in training which resulted in a nation-wide reduction in exception reports. The period of suspension ended in August but the number of exception reports within MFT has yet not returned to pre Covid levels. A total of 59 exception reports were received during period July to September 2020 compared to 202 for the same period in 2019. The reasons for this are not clear. The GoSW will be able to find out the experience in other Trusts at the meeting of the North West GoSWs in December.

The contents of the exception reports submitted does not give cause for concerns for any specific specialty. Trainees in Gastroenterology at Wythenshawe hospital submitted the highest number of exception reports (10 reports). In view of the experience of trainees in this specialty earlier in the year, the GoSW has liaised with the clinical lead for the service who explained that the exception reports are associated with recent reconfiguration of the service but that this will settle. The GoSW will continue to closely monitor this service.

One exception report had not been actioned by the supervisor at the time of producing this report. The GoSW has liaised with the supervisor who was aware of the additional hours worked by the trainee and was arranging to meet with the trainee to look at ways of addressing this.

The majority of exception reports continue to highlight the trainees working above their contracted hours for which additional payment is agreed in most cases. High workload remains the main issue identified for working the additional time.

The GoSW updated HR Scrutiny members on the Trust's compliance of some of the 2016 Terms and Conditions of Service for junior doctors and dentists in training in the annual report submitted in October 2020. Specifically related to the area of Maximum frequency of 1:3 weekends, progress has been made in Renal transplant, Haematology and Medical Microbiology. No progress has unfortunately been made in Neurosurgery. This has been escalated to the Associate Medical Director for workforce at RMCH.

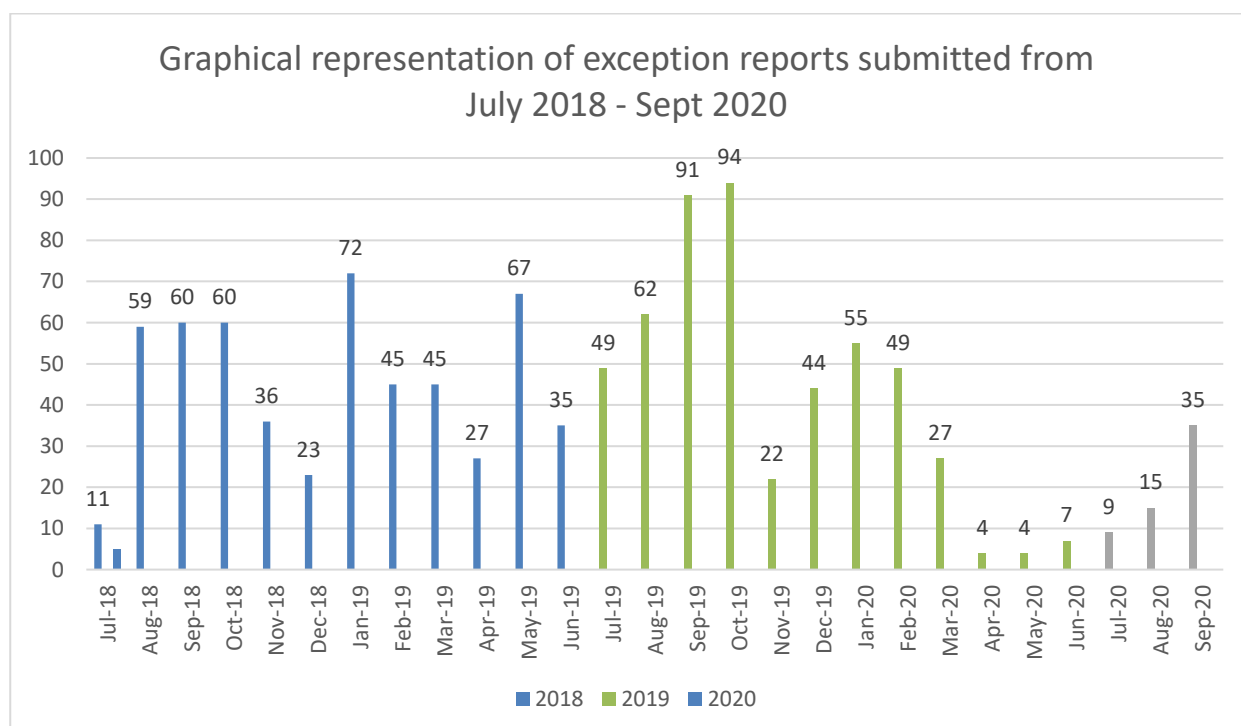
The current GoSW will be retiring in December. The Trust has appointed Karen Fentem to the post, starting from 23<sup>rd</sup> November allowing for a period of handover.

## Appendix 1

### Total number of exception reports submitted each month and number closed at the end of the month (Period July 2018 – September 2020)

Month	Total number of exception reports raised	Total number of exception reports closed at time of report
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
April 2020	4	4
May 2020	4	4
June 2020	7	5
July 2020	9	9
August 2020	15	15
September 2020	35	34
<b>Total</b>	<b>1,110</b>	<b>-</b>

### Graphical representation of exception reports submitted from July 2018 – Sept 2020



Comparison of number of exception reports submitted for July - September 2020 against the same period in 2018 and 2019.

Table 2

Date	Jul 2018	July 2019	July 2020	Aug 2018	Aug 2019	Aug 2020	Sep 2018	Sep 2019	Sep 2020
Number of Exception Reports	11	49	9	59	62	15	60	91	35

