

**MANCHESTER UNIVERSITY NHS FOUNDATION TRUST**  
**HUMAN RESOURCES SCRUTINY COMMITTEE**

<b>Report of:</b>	Professor Jane Eddleston, Joint Group Medical Director
<b>Paper prepared by:</b>	Mr Ged Terriere, Guardian of Safe Working
<b>Date of paper:</b>	July 2020
<b>Subject:</b>	Quarterly Report from Guardian of Safe Working (Period: April – June 2020)
<b>Purpose of Report:</b>	<p>Indicate which by ✓</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>	The HR Scrutiny Committee is asked to note the content of this report
<b>Contact:</b>	<p><u>Name:</u> Ged Terriere  <u>Tel:</u> 0161 701 6972</p>

## Report from the Guardian of Safe Working Period April – June 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 the period 01 April to 30 June 2020.

The numbers of exception reports received and closed for the period April 2018 to June 2020, as well as a comparison of the number of exception reports submitted for April to June 2020 against the same period in 2018 and 2019 are depicted in Appendices 1 and 2 respectively.

### 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>15</b>
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Amount of time available in job plan for Guardian to do the role	<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>

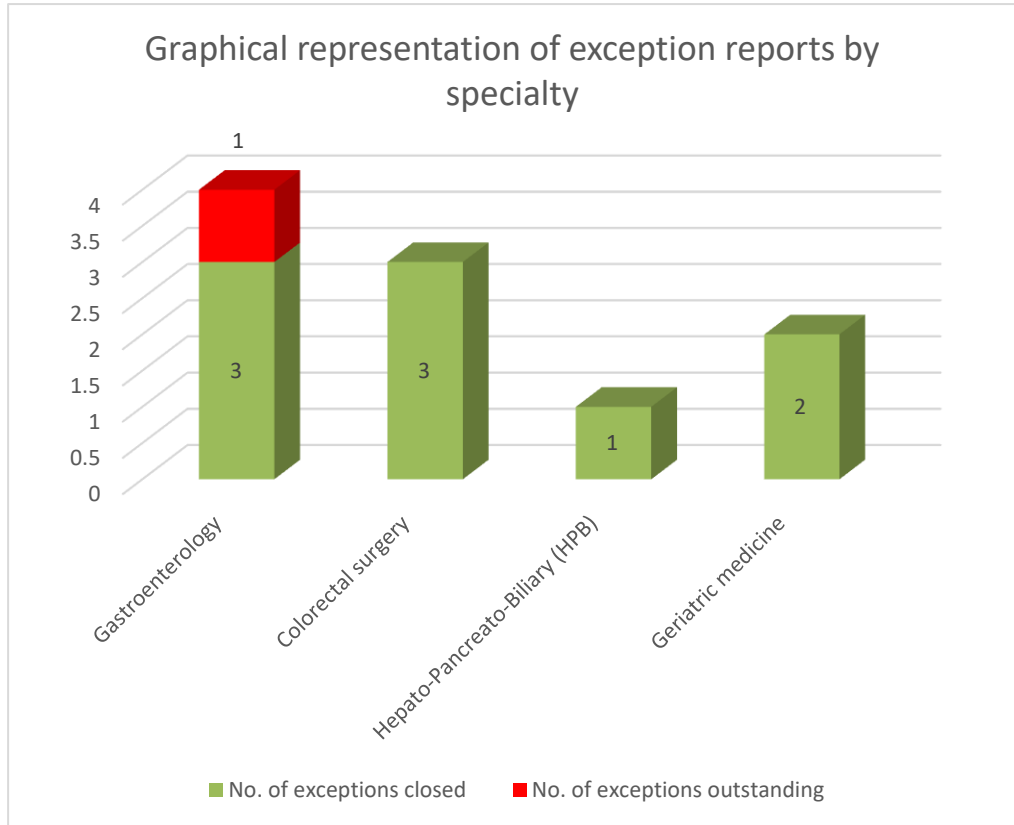
### 3. Exception Reports (April – June 2020)

#### 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
Gastroenterology	1	3	3	1
Colorectal surgery	1	2	3	0
Hepato-Pancreato-Biliary (HPB)	0	1	1	0
Geriatric Medicine	0	2	2	0
<b>Total</b>	<b>2</b>	<b>8</b>	<b>9</b>	<b>1</b>

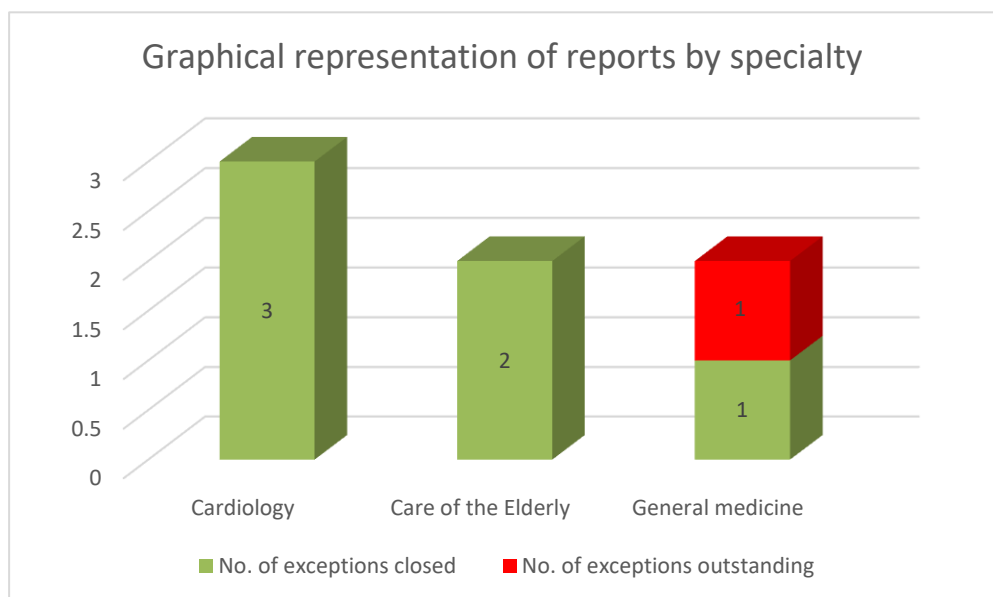
3.1.2.



**thington 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	3	3	0
Care of the Elderly	0	2	2	0
General Medicine	0	2	1	1
<b>Total</b>	<b>0</b>	<b>7</b>	<b>6</b>	<b>1</b>

3.2. Excepti  
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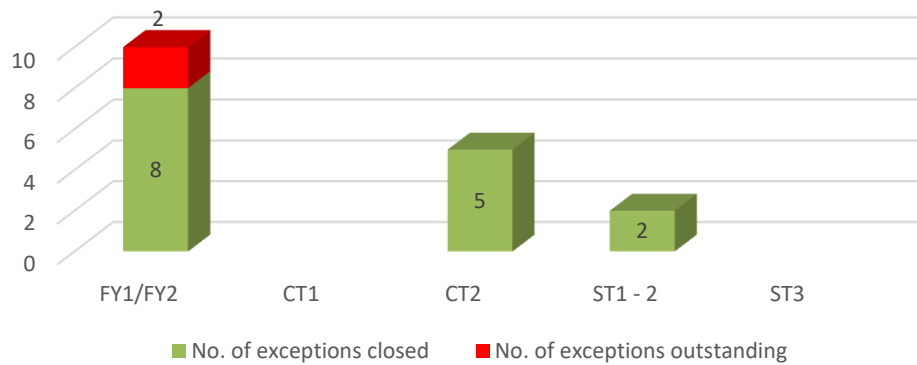


Grade	No. of exceptions carried over from	No. of exceptions raised in this	No. of exceptions closed	No. of exceptions outstanding

	last report	quarter		
FY1/FY2	2	8	8	2
CT1	0	0	0	0
CT2	0	5	5	0
ST1 – 2	0	2	2	0
ST3+	0	0	0	0
<b>Total</b>	<b>2</b>	<b>15</b>	<b>15</b>	<b>2</b>

3.3.

Graphical representation of exception reports by grade



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	1	3	3	1
MRI General Surgery FY1	1	3	4	0
MRI Geriatric Medicine	0	2	2	0
<b>Total</b>	<b>2</b>	<b>8</b>	<b>9</b>	<b>1</b>

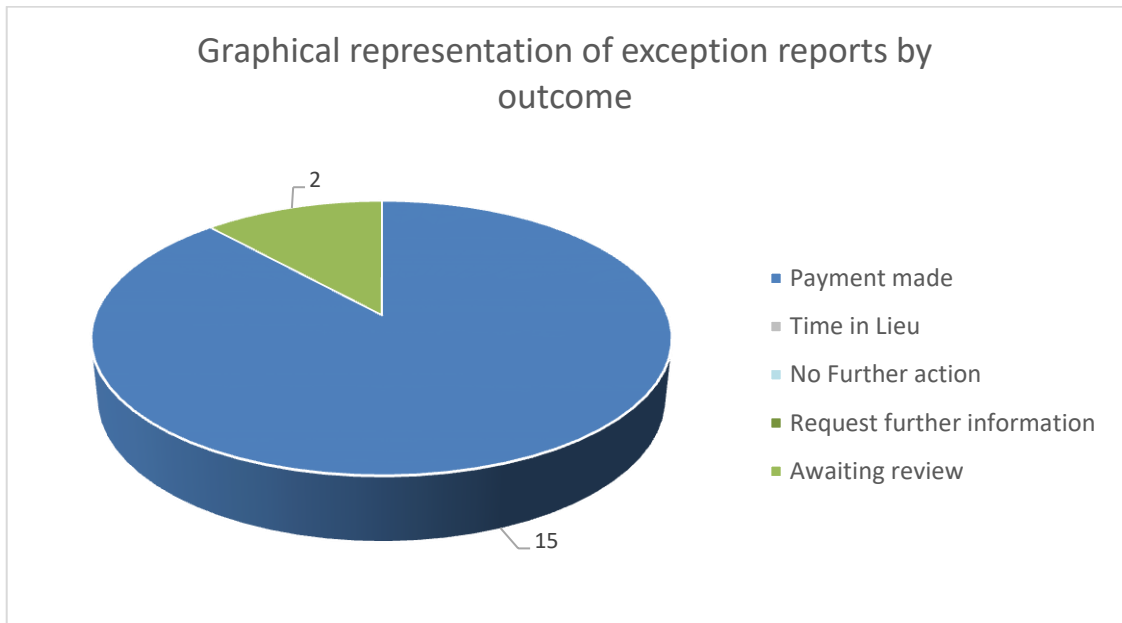
**3.3.2. WTWA**

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 Medicine FY1	0	4	3	1
General Medicine Jnr	0	3	3	0
<b>Total</b>	<b>0</b>	<b>7</b>	<b>6</b>	<b>1</b>

**3.4. Exception reports by outcome**

Outcomes	Number of exceptions Raised	%
Payment made	15	88%
Time in Lieu	-	-

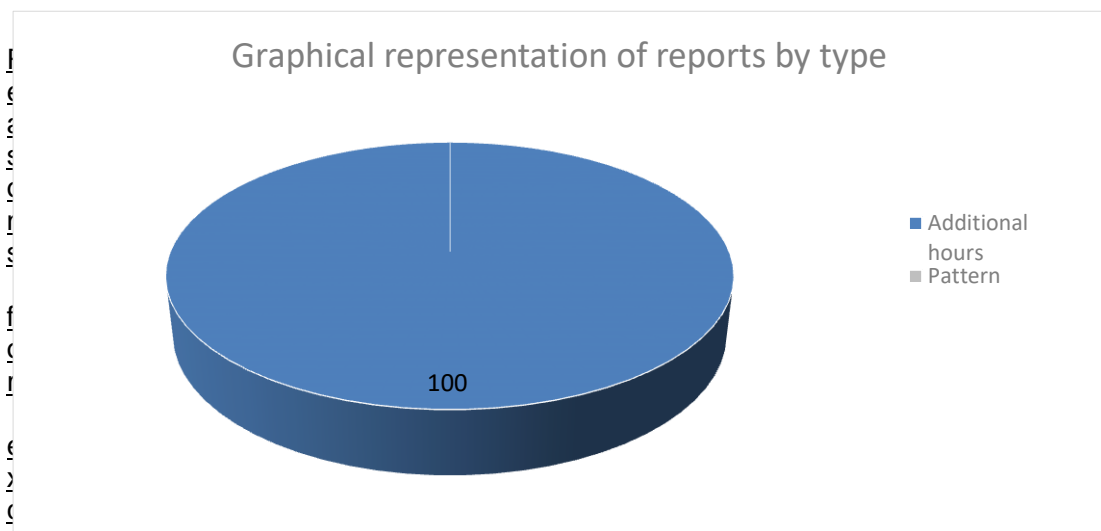
No further action	-	-
Request further information	-	-
Awaiting review	2	12%
<b>Total</b>	<b>17</b>	<b>100%</b>



3.5. Exception reports by type

Type	No. of exception reports raised	%
Additional hours	15	100%
Pattern	0	0
Service support	0	0
<b>Total</b>	<b>15</b>	<b>100%</b>

3.6. Exception reports by type



Exception reports

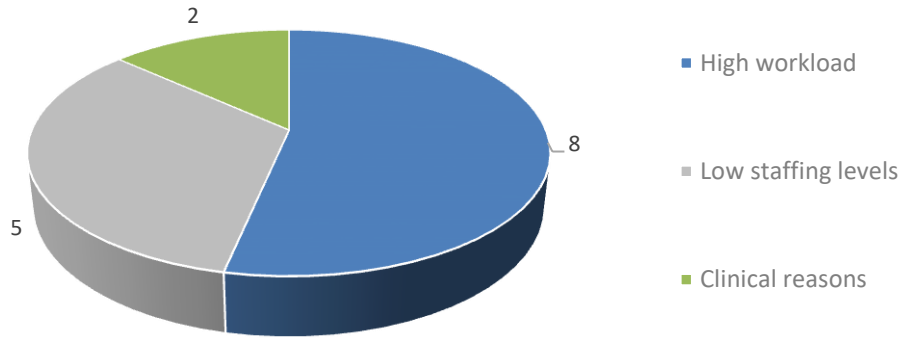
The main reasons identified for submission of exception reports were:

Reasons	Number
High workload	8
Low staffing levels	5

clinical reasons	2
<b>Total</b>	<b>15</b>

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Graphical representation of reasons for exception reports



tract 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 fines were levied during this quarter.

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

No monitoring exercise was undertaken during this period across MFT.

**4. Work schedule reviews**

No work schedule review has been undertaken during this period.

**5. Locum bookings (period 01 April – 30 June 2020)**

5.1. Locum bookings (Bank & Agency) by department

Area	No. of shifts requested	No. of shifts worked	No. of hours requested	No. of hours worked
A&E	719	539	6414	4846
Medical Assessment	19	18	190	176
Acute Medicine	264	149	2395	1302
Adult CRF	4	0	16	0
Anaesthesia	130	0	16	0
Burns and Plastics	65	35	765	385
Cardiology	9	6	61	34
Cardiothoracic Surgery	201	133	1991	1337
Care of the Elderly Rehab	226	139	2016	1191
CAHMS	155	95	2022	1320
Children's Radiology	19	13	200	134
Community Learning Disability Team Central	40	0	316	0

Critical Care	109	0	1089	0
Cystic Fibrosis service	31	25	257	202
Dermatology	78	13	3531	94
Diabetes & Endocrinology	15	8	164	89
ENT	68	29	696	323
Gastroenterology	160	95	1456	829
General Surgery	82	68	703	595
Haematology	133	84	1110	670
Healthy Young Minds	64	0	787	0
Heart & Lung services	54	0	663	0
Maxillofacial	18	4	240	45
Urgent Care	365	254	3405	2401
Renal Transplant	2	1	39	24
Microbiology & Virology	63	0	556	0
Neurophysiology / Neurology	1	0	14	0
NICU	14	13	159	147
Obstetrics & Gynaecology	179	123	1522	1105
Orthopaedics	43	29	397	278
Paediatric services	379	213	4384	2765
Paediatric ICU	44	31	436	305
Paediatric – Community	33	0	440	0
Renal medicine	56	22	538	215
Respiratory medicine	4	0	40	0
Resuscitation	1	1	13	13
Specialty Medicine – Tertiary	115	69	1200	652
Thoracic Medicine	154	101	1548	998
Trafford – Urgent Care	4	0	52	0
Trafford – INRU	144	0	1152	0
Trafford – Medicine	513	209	5361	2552
Trauma & Orthopaedics	461	276	4554	2709
Urology	135	67	1065	747
Vascular Surgery	34	24	333	210
WTWA – Nightingale Unit	169	0	1818	0
Specialty not specified	198	146	2442	1873
Additional requests to support plans for COVID-19	3797	1900	38876	17646
<b>Total</b>	<b>9571</b>	<b>4932</b>	<b>98750</b>	<b>48205</b>

5.2. Locum bookings (Bank & Agency) by grade

Specialty	No. of shifts requested	No. of shifts worked	No. of hours requested	No. of hours worked
Consultant	1696	763	17907	6800
Foundation (Y1)	2250	97	25179	1077
Foundation (Y2)	323	176	3040	1583
StR 1-2 & Core Medical trainees	3393	2081	32506	20064
StR3+	1807	893	19029	8294
Specialty / Staff Grade doctors	102	922	1089	10388
<b>Total</b>	<b>9571</b>	<b>4932</b>	<b>98750</b>	<b>48205</b>

5.3. Locum bookings (Bank & Agency) by reason

Reason	No. of shifts requested	No. of shifts worked	No. of hours requested	No. of hours worked
Additional activity	2336	1455	23610	14892

Annual leave	42	29	387	279
Capacity & demand	24	20	219	156
COVID-19 pressures	3350	1509	34580	13784
Field Hospital	172	3	1846	28
Sickness	593	280	5738	2823
Special leave	3	0	38	0
Study leave	10	5	99	54
Vacancy	3041	1631	32333	16189
<b>Total</b>	<b>9571</b>	<b>4932</b>	<b>98750</b>	<b>48205</b>

*Of the 4,932 shifts undertaken by locums, 4,367 (89%) were provided by bank staff and the remaining 565 (11%) by agency staff.*

**6. Establishment figures and vacancies each month (period 01 April – 30 June 2020)**

Please note that the data below relates only to doctors in training and as such only provided 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		
			Apr	May	Jun
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	1	1
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	3	3	3
Chemical Pathology	SpR/Specialty Trainee Level 3+	2.0	1	1	1
Child and Adolescent Psychiatry	SpR/Specialty Trainee Level 4+	10.0	0	0	0
Clinical Genetics	SpR/Specialty Trainee Level 3+	5.0	2	2	2
Clinical Radiology	SpR/Specialty Trainee Level 3+	15.0	1	1	2
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	Specialty Training Level 1/2: CT1-3	18.0	3	4	4



Specialty	Grade	Establishment	Vacancies		
			Apr	May	Jun
Training					
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	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	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	2	2
	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	0	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	Grade	Establishment	Vacancies		
			Apr	May	Jun
	Specialty Training Level 1/2: ST1	8.0	1	1	1
	SpR/Specialty Trainee Level 3+	6.0	0	0	0
Immunology	SpR/Specialty Trainee Level 3+	1.0	1	1	1
Intensive Care Medicine	SpR/Specialty Trainee Level 3+	12.0	1	1	2
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	1	1
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	2	2
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
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

Specialty	Grade	Establishment	Vacancies		
			Apr	May	Jun
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	1	1
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
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

Specialty	Grade	Establishment	Vacancies		
			Apr	May	Jun
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>Grand Total</b>		<b>540.0</b>	<b>24</b>	<b>26</b>	<b>28</b>

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	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	1	1
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	1	1	1
	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

Specialty	Grade	Establishment	Vacancies		
			Jan	Feb	Mar
	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	1	1
Genitourinary Medicine	SpR/Specialty Trainee Level 3+	1.0	1	1	1
	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	3	3	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

Specialty	Grade	Establishment	Vacancies		
			Jan	Feb	Mar
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	1	1
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	1
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	0	0
<b>Grand Total</b>		<b>321.0</b>	<b>15</b>	<b>17</b>	<b>19</b>

**7. Summary**

In response to the service pressures presented by the COVID-19 pandemic, NHS employers and the BMA agreed a temporary relaxation of the 2016 Terms and Conditions of Service

(TCS) for Junior Doctors and Dentists. As a result of this, the number of exception reports submitted for this quarter significantly reduced. 15 exception reports were submitted for the whole period in comparison to an average of 54 per month in the year 2019. It is not possible to draw any firm conclusions from this small number of submissions.

Over 200 trainees were re-deployed in April into areas requiring support to deal with the pandemic. All trainees have now returned to their original areas of work. Feedback regarding the support received during the period of redeployment from the trainees the GoSW has liaised with has been positive.

The Junior Doctors' Forum scheduled at Wythenshawe Hospital in April was cancelled due to the pandemic. However, all trainees across the Trust were contacted and offered the opportunity to raise any issues with the GoSW and/or Dr Simon Watt, Associate Director of Medical Education (Workforce) at pre-arranged times. There was unfortunately a poor response to this, with only two trainees responding.

The temporary relaxation of the TCS mentioned above will cease on 05 August 2020 from which date Trusts will again be expected to meet the requirements of the TCS. At the time of this report being produced, of the 96 rotas involving trainees within the Trust, three rotas (Haematology at MRI, Renal Transplant and Paediatric Neurosurgery) do not meet the requirement for 'maximum weekend frequency' of 1 in 3.

There was an acknowledgement from NHS employers that some areas may not be able to achieve this requirement by the required timeline, which was February 2020, as in some cases time would be required to recruit the necessary additional staff. A process was also outlined for services that identified the requirement would not be met. This involves:

1. The clinical director setting out the clinical justification for retaining the rota at a higher frequency, which the GoSW must support. Also, key is the involvement of the trainees in the process
2. Discussion of the exemption at the Junior Doctors' Forum
3. Agree review date(s) to assess progress in making the rota compliant

Updates will be provided to the HR Scrutiny Committee in future quarterly reports.

The GoSW would like to officially acknowledge and thank all doctors in training for their commitment and support during this difficult period.

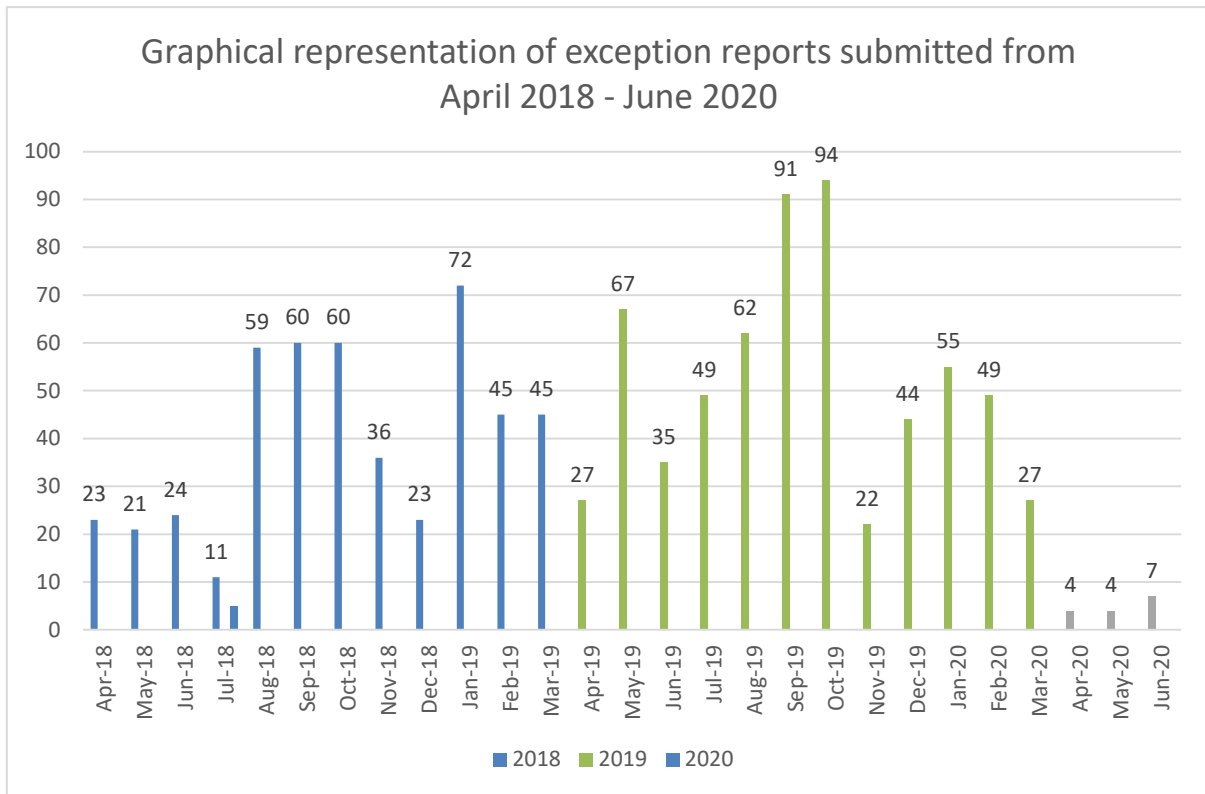
## Appendix 1

**Total number of exception reports submitted each month and number closed at the end of the month (period April 2018 – June 2020)**

Month	Total number of exception reports raised	Total number of exception reports closed at time of report
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
April 2020	4	4
May 2020	4	4
June 2020	7	5
<b>Total</b>	<b>1116</b>	<b>-</b>

Graphical representation of exception reports submitted from April 2018 – June 2020





**Comparison of number of exception reports submitted for April – June 2020 against the same period in 2018 and 2019**

**Table 2**

Date	Apr 2018	Apr 2019	Apr 2020	May 2018	May 2019	May 2020	Jun 2018	Jun 2019	Jun 2020
No. of Exception Reports	23	27	4	21	67	4	24	35	7

