

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: | February 2020 | |
| Subject: | Quarterly report from Guardian of Safe Working (Period October – December 2019) | |
| Purpose of Report: | <p>Indicate which by ✓ (tick as applicable-please do not remove text)</p> <ul style="list-style-type: none"> • 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: | <u>Name:</u> | Ged. Terriere |
| | <u>Tel:</u> | 0161 701 6972 |

Report from the Guardian of Safe Working Period October – December 2019

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 reports to the Board. This report relates to period 01 October to 31 December 2019.

Unless specified, the data presented is for the whole Trust. The numbers of exception reports received and closed for period August 2017 – December 2019, as well as a comparison of the number of exception reports submitted for October – December 2019 against the same period in 2018 are depicted in Appendix 1 and 2 respectively.

2. High level data

| | |
|--|------------|
| Total number of doctors/dentists in training | 861 |
| Total number of doctors/dentists in training on 2016 TCS | 630 |

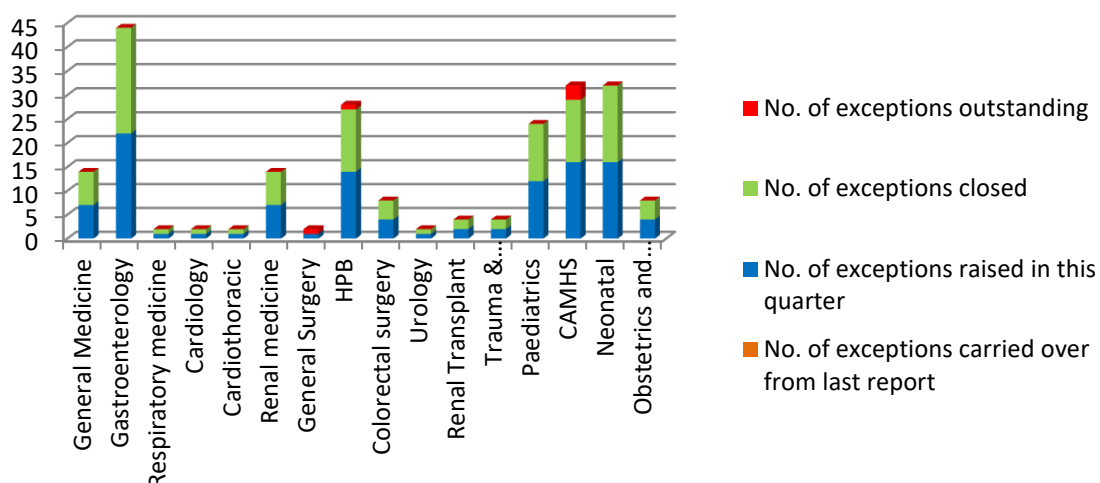
| | |
|--|------------|
| Total number of exception reports raised | 160 |
|--|------------|

| | |
|--|----------------|
| 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 |

3. Exception Reports (October – December 2019)

| 3.1 Exception reports by speciality | | | | |
|-------------------------------------|---|--|--------------------------|-------------------------------|
| 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 |
| General Medicine | 0 | 7 | 7 | 0 |
| Gastroenterology | 0 | 22 | 22 | 0 |
| Respiratory medicine | 0 | 1 | 1 | 0 |
| Cardiology | 0 | 1 | 1 | 0 |
| Cardiothoracic | 0 | 1 | 1 | 0 |
| Renal medicine | 0 | 7 | 7 | 0 |
| General Surgery | 0 | 1 | 0 | 1 |
| HPB | 0 | 14 | 13 | 1 |
| Colorectal surgery | 0 | 4 | 4 | 0 |
| Urology | 0 | 1 | 1 | 0 |
| Renal Transplant | 0 | 2 | 2 | 0 |
| Trauma & Orthopaedics | 0 | 2 | 2 | 0 |
| Paediatrics | 0 | 12 | 12 | 0 |
| CAMHS | 0 | 16 | 13 | 3 |
| Neonatal | 0 | 16 | 16 | 0 |
| Obstetrics and Gynaecology | 0 | 4 | 4 | 0 |
| Total | 0 | 111 | 106 | 5 |

Graphical representation of exception reports by speciality



Comments regarding specific services

Gastroenterology

Exception reports submitted during this quarter have continued to highlight the heavy workload experienced by the doctors in training resulting primarily in doctors working beyond their scheduled finished times. The Clinical lead for the service acknowledged the constant pressures on the team and felt that the reorganisation of the gastroenterology bed base planned for January 2020 would go some way to addressing this. Regretably, at the time of producing this report, the changes has not been introduced and further liaison of the Clinical lead and GoSW is taking place regarding the department's plan to improve the trainees working arrangements.

Hepato-Pancreato-Biliary (HPB) Service

The majority of the exception reports were submitted in October related to workload. This improved in November during which no exception reports were received from this area. 6 exception reports were however submitted in December following the changeover of Foundation doctors.

Colorectal service

The number of exception reports received from this service has significantly decreased (from 18 to 4) compared to the last quarter. The improvement is attributed to staffing levels in the clinical area.

Paediatrics.

There been a reduction (from 26 to 12) in the number of exception reports received from the paediatric service following the appointment of the additional doctor and the closer monitoring of the trainees' working arrangements by the supervisors.

CAMHS

The exception reports submitted by the doctors in training relate to either not meeting the requirement of 5 hours continuous rest between the hours of 22.00 – 07.00 hrs and/ or highlighting gaps in the rota. The number of exception reports has significantly reduced following action taken by the department to improve medical cover at night.

Neonatal

Exception reports received relate to both inability to take breaks and working additional hours due to a combination of clinical reasons and late handovers. The Guardian has met with the educational supervisors who were 'new' to the exception reporting process as well as was invited to discuss exception reporting with the consultant body.

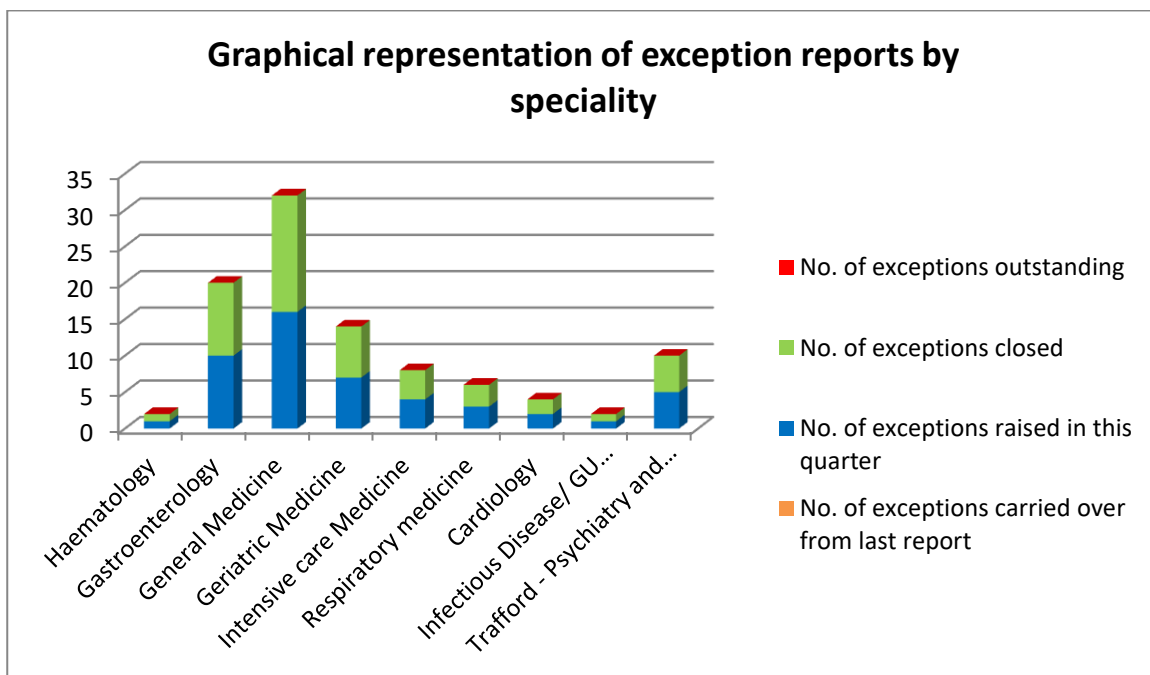
Current arrangements are being reviewed in an effort to improve the experience of the doctors in training.

The GoSW will continue to monitor the above areas.

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 |
|--|---|--|--------------------------|-------------------------------|
| Haematology | 0 | 1 | 1 | 0 |
| Gastroenterology | 0 | 10 | 10 | 0 |
| General Medicine | 0 | 16 | 16 | 0 |
| Geriatric Medicine | 0 | 7 | 7 | 0 |
| Intensive care Medicine | 0 | 4 | 4 | 0 |
| Respiratory medicine | 0 | 3 | 3 | 0 |
| Cardiology | 0 | 2 | 2 | 0 |
| Infectious Disease/ GU Medicine | 0 | 1 | 1 | 0 |
| Trafford - Psychiatry and Gen Medicine | 0 | 5 | 5 | 0 |
| Total | 0 | 49 | 49 | 0 |

Graphical representation of exception reports by speciality



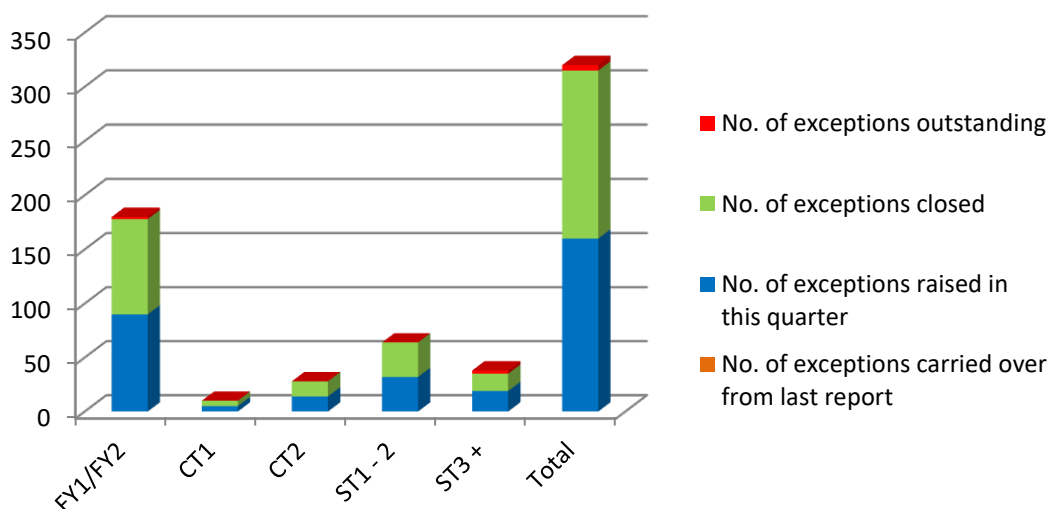
The highest number of exception reports at WTWA have been submitted by trainees within General medicine. However looking at this more closely reveals that the numbers are not associated with any one particular clinical area. Whilst still requiring monitoring, no immediate action has been required.

Exception reports have also continued to be received from doctors within Gastroenterology service but these have reduced following an improvement in the staffing levels.

3.2 Exception reports by grade

| Specialty | 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 | 90 | 88 | 2 |
| CT1 | 0 | 5 | 5 | 0 |
| CT2 | 0 | 14 | 14 | 0 |
| ST1 - 2 | 0 | 32 | 32 | 0 |
| ST3 + | 0 | 19 | 16 | 3 |
| Total | 0 | 160 | 155 | 5 |

Graphical representation of exception reports by grade



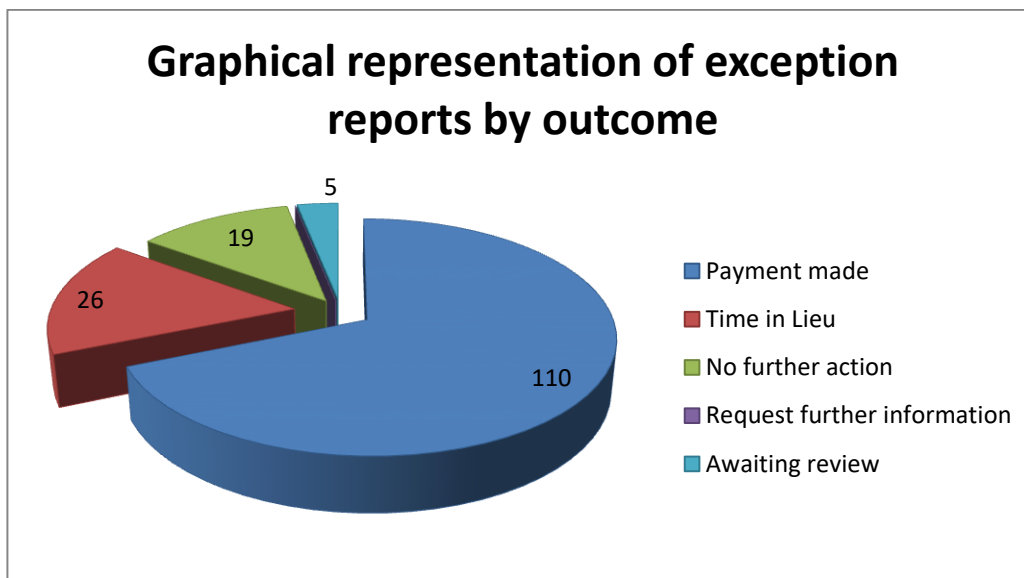
3.3 Exception reports by rota

3.3.1 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 |
|-------------------------------------|---|--|--------------------------|-------------------------------|
| St Mary's - O&G | 0 | 4 | 4 | 0 |
| General Medicine FY1 | 0 | 29 | 29 | 0 |
| Respiratory medicine Junior | 0 | 1 | 1 | 0 |
| General Surgery FY1 | 0 | 22 | 20 | 2 |
| Cardiothoracic - FY1 | 0 | 1 | 1 | 0 |
| Transplant Surgery | 0 | 1 | 1 | 0 |
| Trauma & Orthopaedics (T&O) | 0 | 2 | 2 | 0 |
| Renal Medicine | 0 | 7 | 7 | 0 |
| RMCH Paediatric Intensive care ST3+ | 0 | 2 | 2 | 0 |
| RMCH – Tertiary Paediatrics ST1-3 | 0 | 10 | 10 | 0 |
| RMCH – CAMHs Senior –ST3 | 0 | 14 | 11 | 3 |
| RMCH – Core Trainee rota | 0 | 2 | 2 | 0 |
| St Mary's Neonates ST1-2 | 0 | 16 | 16 | 0 |
| Total | 0 | 111 | 106 | 5 |

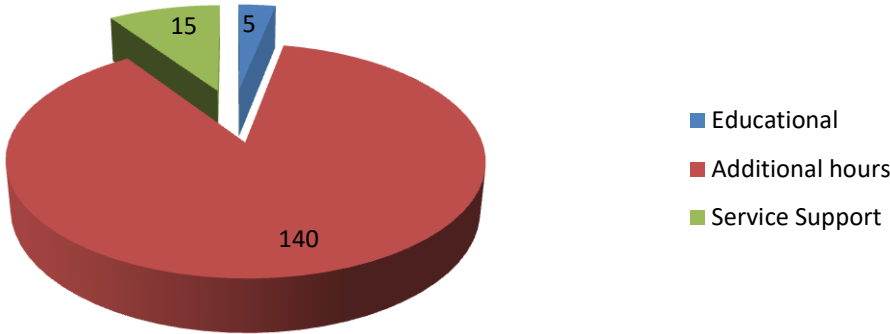
| 3.3.2 WTWA | | | | |
|--|---|--|--------------------------|-------------------------------|
| Specialty | No. of exceptions carried over from last report | No. of exceptions raised in this quarter | No. of exceptions closed | No. of exceptions outstanding |
| Wythenshawe General Medicine- FY1 | 0 | 18 | 18 | 0 |
| Wythenshawe General Medicine Junior rota | 0 | 19 | 19 | 0 |
| Wythenshawe General Medicine senior rota | 0 | 1 | 1 | 0 |
| Wythenshawe ICU | 0 | 1 | 1 | 0 |
| Trafford – Psychiatry, Gen Medicine FY1 | 0 | 5 | 5 | 0 |
| Wythenshawe Cardiology and Respiratory – FY1 | 0 | 5 | 5 | 0 |
| Total | 0 | 49 | 49 | 0 |

| 3.4 Exception reports by outcomes | | |
|-----------------------------------|------------|-------------|
| Outcomes | Number | % |
| Payment made | 110 | 69% |
| Time in Lieu | 26 | 16% |
| No Further action | 19 | 12% |
| Request further information | 0 | 0% |
| Awaiting review | 5 | 3% |
| Total | 160 | 100% |



| 3.5 Exception reports by type | | |
|-------------------------------|------------------------------|-------------|
| Type | No. exceptions report raised | % |
| Educational | 5 | 3% |
| Additional hours | 140 | 87% |
| Service Support | 15 | 10% |
| Total | 160 | 100% |

Graphical representation of exception reports by type

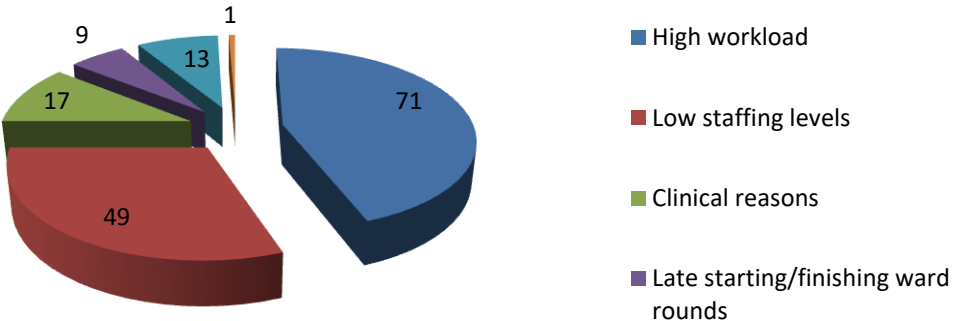


3.6 Reasons for exception reports

The main reasons identified for submission of exception reports were:

| Reasons | Number |
|-------------------------------------|------------|
| High workload | 71 |
| Low staffing levels | 49 |
| Clinical reasons | 17 |
| Late starting/finishing ward rounds | 9 |
| Rest | 13 |
| Not received work schedule | 1 |
| Total | 160 |

Graphical representation of reasons for raising exception report



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.

Fines were levied against the CAMHS services for breaches of the 5 hours continuous rest between 22.00 – 07.00 hrs and against the Gastroenterology service at ORC for breaches of the average 48 hours per week.

Accruals from fines to the GoSW since April 2019 currently amount to £2,973. It was agreed at the JDF in December that the amount accrued will be spent to help support improvements to the facilities in junior doctors' rest rooms across the Trust.

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

3.8.1 - ORC

The vascular Surgical and Paediatric Orthopaedic rotas were monitored in September 2019. The outcome indicated that the rotas should be banded at band 3 instead of the previously identified banding of 1. Additional payment to the relevant doctors is being progressed. A review of the rotas is being undertaken, led by the department with the involvement of the trainees and staff from Medical Workforce.

3.8.2 – WTWA

No monitoring exercise has been undertaken during this period.

4. Work Schedule reviews

No work schedule review has been undertaken during this period.

5. Locum bookings (Period 01/10/19 – 31/12/19)

| 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 | 692 | 413 | 6228 | 3399 |
| Medical Assessment | 40 | 15 | 315 | 112 |
| Medical Staff - Acute Med | 871 | 672 | 7637 | 5684 |
| Acute ICU | 10 | 9 | 93 | 81 |
| Adult CRF | 17 | 16 | 71 | 66 |
| Anaesthetics | 218 | 93 | 2086 | 921 |
| Burns and Plastics | 134 | 101 | 1403 | 1172 |
| Cardiology | 22 | 18 | 199 | 169 |
| Cardiothoracic Surgery | 240 | 168 | 2724 | 1915 |
| Care of the Elderly Rehab | 306 | 228 | 2538 | 1783 |
| Children's Radiology | 10 | 10 | 115 | 115 |
| Community Learning Disability Team Central | 2 | 0 | 128 | 0 |
| Critical care | 22 | 5 | 280 | 64 |
| CYTOLOGY - NON GYNAE | 11 | 11 | 88 | 97 |
| Dermatology | 193 | 95 | 1534 | 704 |
| Diabetes and Endocrinology | 61 | 38 | 542 | 359 |
| ENT | 228 | 136 | 1797 | 1067 |
| Gastroenterology | 245 | 142 | 2337 | 1497 |
| General Medicine (Trafford) | 230 | 149 | 2235 | 1398 |
| General Surgery | 226 | 159 | 2635 | 1674 |
| Haematology | 1 | 1 | 5 | 5 |
| Healthy Young Minds | 190 | 0 | 1761 | 0 |
| HISTOPATHOLOGY | 11 | 0 | 88 | 0 |
| IMS Medical Outliers | 150 | 76 | 1319 | 645 |

| Area | Number of shifts requested | Number of shifts worked | No of hours requested | Number of hours worked |
|------------------------------------|----------------------------|-------------------------|-----------------------|------------------------|
| INRU (TGH) | 33 | 20 | 264 | 152 |
| Maxillofacial | 10 | 4 | 120 | 55 |
| Medical Staff Urgent Care | 422 | 319 | 3951 | 2994 |
| Medical Staff- R Transplant | 17 | 12 | 302 | 209 |
| Microbiology & Virology | 59 | 37 | 536 | 350 |
| Neurology | 3 | 3 | 30 | 32 |
| Neurophysiology | 13 | 12 | 83 | 78 |
| NICU | 42 | 39 | 389 | 355 |
| Not identified | 495 | 328 | 4928 | 3210 |
| NW Vent Unit - Specialist Team | 1 | 0 | 8 | 0 |
| Obstetrics & Gynaecology | 142 | 95 | 956 | 584 |
| CAMHS | 74 | 56 | 1360 | 1064 |
| Paediatric ICU | 205 | 147 | 1932 | 1407 |
| Paediatrics services | 256 | 148 | 2684 | 1434 |
| Renal medicine | 90 | 74 | 733 | 571 |
| Respiratory - Medics | 11 | 2 | 79 | 7 |
| Resuscitation | 19 | 13 | 220 | 146 |
| Rheumatology | 3 | 0 | 63 | 0 |
| Specialty Medicine - Tertiary | 152 | 77 | 1947 | 1102 |
| Thoracic | 92 | 82 | 805 | 706 |
| Trafford Medical Staff Urgent Care | 353 | 235 | 4380 | 2835 |
| Trafford UCC Medical Staff | 1 | 1 | 13 | 12 |
| Trauma & Orthopaedics | 391 | 312 | 3513 | 2887 |
| Urology | 135 | 121 | 1358 | 1238 |
| Vascular Surgery Medical Staff | 51 | 43 | 488 | 420 |

| Area | Number of shifts requested | Number of shifts worked | No of hours requested | Number of hours worked |
|-------------------|----------------------------|-------------------------|-----------------------|------------------------|
| Wythenshawe x-ray | 5 | 0 | 28 | 0 |
| Total | 7,205 | 4,735 | 69,320 | 44,767 |

| 5.2 Locum bookings (Bank & Agency) by grade | | | | |
|--|----------------------------|-------------------------|-----------------------|------------------------|
| Specialty | Number of shifts requested | Number of shifts worked | No of hours requested | Number of hours worked |
| Consultant | 1,992 | 1,155 | 17,490 | 9,650 |
| Foundation (Y1) | 102 | 47 | 931 | 404 |
| Foundation (Y2) | 183 | 152 | 1534 | 1,272 |
| StR 1-2 & Core Medical Trainees | 2,706 | 2,005 | 25,711 | 19,029 |
| StR3+ | 1,870 | 1,251 | 19,778 | 13,139 |
| Specialty/Staff Grade doctors | 352 | 125 | 3,876 | 1,273 |
| Total | 7,205 | 4,735 | 69,320 | 44,767 |

| 5.3 Locum bookings (Bank & Agency) by reason | | | | |
|---|----------------------------|-------------------------|-----------------|---------------|
| Reason | Number of shifts requested | Number of shifts worked | Hours requested | Hours worked |
| Additional activity | 2,417 | 1,814 | 23,634 | 17,524 |
| Capacity & Demand | 22 | 18 | 353 | 129 |
| Maternity/Paternity leave | 12 | 3 | 126 | 45 |
| Sickness | 212 | 69 | 2,319 | 629 |
| Special leave | 6 | 4 | 42 | 23 |
| Study leave | 7 | 6 | 57 | 33 |
| Vacancy | 4,529 | 2,821 | 42,789 | 26,384 |
| Total | 7,205 | 4,735 | 69,320 | 44,767 |

Of the shifts undertaken by locums, 3,502 (74%) were provided by bank staff and the remaining 1,233 (26%) by agency staff.

6. Establishment figures and vacancies each month (Period 01/07/19 – 30/09/19)

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. Full rollout of this module is expected to be completed by March 2020.

| 6.1 Oxford Road Campus | | | | | |
|-------------------------------------|---------------------------------------|---------------|-----------|-----|-----|
| Specialty | Grade | Establishment | Vacancies | | |
| | | | Oct | Nov | Dec |
| 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 |
| Anaesthetics | Foundation Year 2 | 2.0 | 0 | 0 | 0 |
| | SpR/Specialty Trainee Level 3+ | 39.0 | 2 | 1 | 1 |
| Audio-vestibular Medicine | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Cardiology | Foundation Year 1 | 1.0 | 0 | 0 | 0 |
| | SpR/Specialty Trainee Level 3+ | 7.0 | 1 | 0 | 0 |
| Cardiothoracic Surgery | Foundation Year 1 | 1.0 | 0 | 0 | 0 |
| | SpR/Specialty Trainee Level 3+ | 3.0 | 0 | 2 | 2 |
| Chemical Pathology | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Child and Adolescent Psychiatry | SpR/Specialty Trainee Level 4+ | 10.0 | 4 | 3 | 3 |
| Clinical Genetics | SpR/Specialty Trainee Level 3+ | 5.0 | 0 | 0 | 0 |
| Clinical Radiology | SpR/Specialty Trainee Level 3+ | 15.0 | 1 | 2 | 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 Training | Specialty Training Level 1/2: CT1-3 | 18.0 | 0 | 6 | 6 |
| 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 | 6 | 3 | 3 |
| 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 |

| Specialty | Grade | Establishment | Vacancies | | |
|----------------------------|--|---------------|-----------|-----|-----|
| | | | Oct | Nov | Dec |
| Gastroenterology | SpR/Specialty Trainee Level 3+ | 5.0 | 0 | 1 | 1 |
| | 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 | 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 | 1 | 1 | 1 |
| | 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 | 0 | 0 |
| | SpR/Specialty Trainee Level 3+ | 6.0 | 1 | 1 | 1 |
| Immunology | SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Intensive Care Medicine | SpR/Specialty Trainee Level 3+ | 12.0 | 0 | 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 | 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 | 3.0 | 0 | 0 | 0 |
| | SpR/Specialty Trainee Level 3+ | 15.0 | 0 | 0 | 0 |

| Specialty | Grade | Establishment | Vacancies | | |
|------------------------------------|---|---------------|-----------|-----|-----|
| | | | Oct | Nov | Dec |
| 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 | 1 | 1 | 1 |
| 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 | 2 | 2 |
| | Foundation Year 2 | 2.0 | 0 | 0 | 0 |
| Plastic Surgery | SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| 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 |

| Specialty | Grade | Establishment | Vacancies | | |
|--------------------------------|--------------------------------|---------------|-----------|-----------|-----------|
| | | | Oct | Nov | Dec |
| 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 | 23 | 27 | 27 |

| 6.2 Wythenshawe Hospital site | | | | | |
|-------------------------------|-------------------------------------|---------------|-----------|-----|-----|
| Specialty | Grade | Establishment | Vacancies | | |
| | | | Oct | Nov | Dec |
| Academic | Foundation Year 2 | 2.0 | 0 | 0 | 0 |
| ACCS Anaesthetics | Specialty Training Level 1/2: CT2 | 3.0 | 0 | 0 | 0 |
| ACCS EM | Specialty Training Level 1/2: CT1-3 | 5.0 | 0 | 0 | 0 |
| ACCS ICM | Specialty Training Level 1/2: 2 | 1.0 | 0 | 0 | 0 |
| ACCS Medicine | Specialty Training Level 1/2: CT1 | 4.0 | 0 | 0 | 0 |
| Acute Internal Medicine | Foundation Year 1 | 1.0 | 0 | 0 | 0 |
| | SpR/Specialty Trainee Level 3+ | 4.0 | 1 | 1 | 1 |
| Allergy | SpR/Specialty Trainee Level 3+ | 2.0 | 0 | 0 | 0 |
| Anaesthetics | SpR/Specialty Trainee Level 3+ | 23.0 | 1 | 1 | 1 |
| 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 | 1 | 1 | 1 |
| Cardiothoracic Surgery | SpR/Specialty Trainee Level 3+ | 5.0 | 0 | 2 | 2 |
| Chemical Pathology | SpR/Specialty Trainee Level 3+ | 1.0 | 0 | 0 | 0 |
| Clinical Radiology | Specialty Training Level 1/2: ST1 | 2.0 | 1 | 1 | 1 |
| | SpR/Specialty Training | 9.0 | 0 | 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 | 7 | 5 | 5 |
| Core Surgical Training | Specialty Training Level 1/2: CT1 | 13.0 | 0 | 0 | 0 |
| Dental Core Training | Dental Core Training | 5.0 | 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 |

| Specialty | Grade | Establishment | Vacancies | | |
|-------------------------------------|---------------------------------------|---------------|-----------|-----|-----|
| | | | Oct | Nov | Dec |
| 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 | Foundation Year 2: GP | 12.0 | 0 | 0 | 0 |
| General Psychiatry | Foundation Year 1 | 2.0 | 0 | 0 | 0 |
| | Foundation Year 2 | 1.0 | 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 | 5 | 5 |
| 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 | 1 | 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 | 3 | 3 |

| Specialty | Grade | Establishment | Vacancies | | |
|--------------------------------|--------------------------------|---------------|-----------|-----------|-----------|
| | | | Oct | Nov | Dec |
| 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 | 0 | 0 |
| Grand Total | | 321.0 | 21 | 21 | 21 |

In comparison to the previous quarter, the average number of vacant posts decreased slightly from 29 to 26 at ORC but increased from 14 to 21 at WTWA.

7. Summary

73% of doctors and dentists in training are now employed on the 2016 Terms and condition of service (TCS). However, all doctors and dentists in training will be on the 'new' contract from February 2020.

160 exception reports were submitted during this quarter. Similar to previous years, higher numbers were submitted in October with smaller numbers being submitted in November and December.

Data from Trusts in the North West or nationally is not yet available in a central place and thus comparison of the trend and numbers of exception reports at MFT against other Trusts has yet been possible. This was raised at a recent meeting of the North West Guardians of Safe Working resulting in efforts currently being made to collate data within the Northwest.

56% of exception reports were submitted by Foundation doctors. It is encouraging to see a further increase in the number of Core and Specialist trainees submitting exception reports.

The majority of exception reports relate of the trainees working in excess of their contracted hours. The majority of trainees were paid for the additional hours worked. Time back was given in 16% of cases. The number of educational related exception reports submitted remains small (5). Staff shortage was the prime reason identified for being unable to attend the training/teaching sessions. 22 of the reports identified that the doctors had not been able to take a break or not had the required rest during their non- resident on call shifts. Under reporting of missed breaks is an area recognised nationally. Following the issue of breaks being raised at a recent Junior doctors' forum, Sarah McCarthy, the BMA liaison officer forwarded some helpful details of a breaks campaign undertaken at Brighton hospital. Development of such a campaign at MFT is being explored.

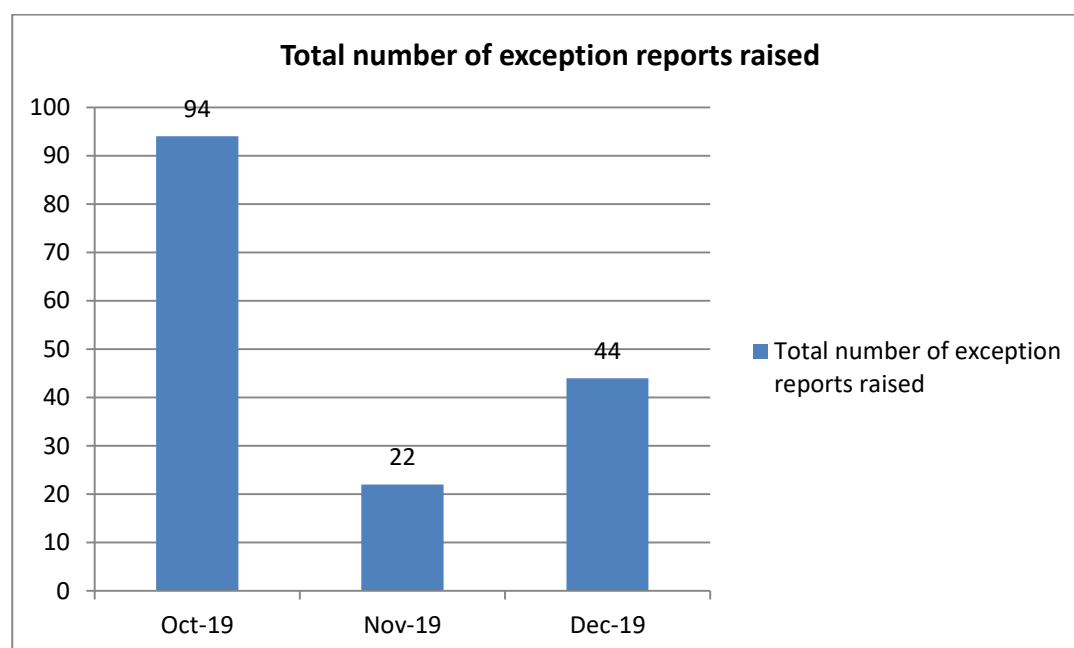
Significant amount of work has been undertaken by staff in the clinical areas together with staff from Medical workforce to ensure that medical rotas are compliant with the amended TCS for February 2020. One of the requirements involves reasonable steps being taken to avoid rostering trainees at a frequency of greater than 1 in 3 weekends. However, NHS Employers recognised that, in some cases, this might be difficult to achieve by February 2020. e.g.; where recruitment of additional doctors or other healthcare professionals might be required.

It was therefore stipulated that if this requirement would not be met by February that the appropriate Clinical Director would set out the clinical justification for retaining the rota at a higher frequency, which the Guardian of Safe Working must agree to be appropriate. The justification should be clearly set out and shared with the relevant doctors as well as discussed at the Junior doctor forum. A new proforma has been developed to assist with this. Rotas from A&E, Haematology at ORC and for the Paediatric service at Wythenshawe have been identified as non-compliant and will retain a 1:2 weekend frequency until new ways of working can be introduced.

Total number of exception reports submitted each month and number closed at the end of the month (Period August 2017 – December 2019)

| Month | Total number of exception reports raised | Total number of exception reports closed at time of report |
|----------------|--|--|
| August 2017 | 67 | 67 |
| September 2017 | 87 | 80 |
| October 2017 | 55 | 53 |
| November 2017 | 60 | 60 |
| December 2017 | 37 | 37 |
| 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 |
| Total | 1395 | - |

Graphical representation of exception reports submitted from October 2018 – December 2019



Comparison of number of exception reports submitted for October - December 2019 against the same period in 2018.

Table 2

| Date | October 2018 | October 2019 | November 2018 | November 2019 | December 2018 | December 2019 |
|-----------------------------|--------------|--------------|---------------|---------------|---------------|---------------|
| Number of Exception Reports | 60 | 94 | 36 | 22 | 23 | 44 |

