

TRUST: Ashford and St Peter's Hospita **SITE: St Peters** **SPECIALITY: Anaesthetics**
GROUP: Obstetrics/Theatres Copy 11/07 **GRADE: SHO** **WORK PATTERN: Full Shift Resident**

Band 1A (Based on work pattern only)

Steps through the banding flowchart:

- New Deal Compliant
- Average work 48 hours a week or less
- Work pattern is a full shift, partial shift or hybrid
- 1 weekend in 4 or more frequent (1 in 4.00)

Note: The band of a rota may change if monitored hours of work are different to those suggested by the theoretical work pattern. It is particularly important to remember this if a theoretical work pattern is close to the limits of a particular payband. Differences between calculated prospective cover and actual work done by doctors to cover absent colleagues can also cause a variance between theoretical and monitored bands.

Work Pattern Analysis - Actuals against New Deal Targets

Prospective Cover Calculations

Prospective cover for: Duties outside normal hours.

Leave: SHO - 45 days/annum for 8 doctors = 360 days/annum

Total leave to be covered for the group = 360 days/annum
Between 8 doctors this is 45 days/annum each (9 wks/annum each)

The normal working week = 50 hours/week.

Cover to be provided for all out of hours duties = -3.125 hours/week. (Total Duty hrs - Normal week hrs)

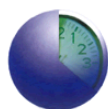
Each doctor must cover -3.125 x 45 / (365 - 45) hours/week

This gives an average -.439 hours/week for prospective cover.

New Deal Analysis	Actual	Target	Comments
Average weekly hours of duty	46:52	56:00	
Average weekly hours of work	46:52	56:00	
Longest duty period	13:00	14:00	
Shortest off duty	11:00	08:00	
Longest 'off duty' period	167:30	62:00	
Next longest 'off duty' period	73:30	48:00	
Maximum consecutive duty days	5	13	
62+48 hr. breaks every 28 days	OK		

Work Pattern Analysis - Actuals against the Working Time Directive

EWTD Analysis	Actual	Target	Comments
Average weekly hours of work	46:52	56:00	The work pattern suggests doctors would meet both the current target of 56 hours and the August 2009 target of 48 hours. To assure WTD compliance doctors should be individually monitored for 26 weeks.
Starting each Monday, a 35 hour continuous rest in 7 days or a 59 hour continuous rest in 14 days	OK		
11 hrs continuous rest in any 24 hour period	OK		



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Work Pattern Details

	Mon	Tues	Wed	Thur	Fri	Sat	Sun
1	08:00 - 18:00	08:00 - 18:00	19:30 - 08:30	19:30 - 08:30	Zero Hours	Zero Hours	Zero Hours
2	08:00 - 20:00	08:00 - 18:00	08:00 - 18:00	08:00 - 20:00	08:00 - 18:00	Zero Hours	Zero Hours
3	08:00 - 18:00	08:00 - 18:00	08:00 - 20:00	08:00 - 18:00	08:00 - 18:00	Zero Hours	Zero Hours
4	19:30 - 08:30	19:30 - 08:30	Zero Hours	Zero Hours	19:30 - 08:30	19:30 - 08:30	19:30 - 08:30
5	Zero Hours	Zero Hours	Zero Hours	Zero Hours	Zero Hours	Zero Hours	Zero Hours
6	08:00 - 18:00	08:00 - 18:00	08:00 - 18:00	08:00 - 18:00	08:00 - 18:00	Zero Hours	Zero Hours
7	08:00 - 18:00	08:00 - 20:00	08:00 - 18:00	Zero Hours	08:00 - 20:00	08:00 - 20:00	08:00 - 20:00
8	Zero Hours	08:00 - 18:00	08:00 - 18:00	08:00 - 18:00	08:00 - 18:00	Zero Hours	Zero Hours