



National Health Service in Scotland
Management Executive

St. Andrew's House
Edinburgh EH1 3DG

Dear Colleague

HOURS OF WORK OF JUNIOR DOCTORS AND
DENTISTS

Telephone 031-244
Fax 031-244 2683

21 October 1992

Executive Summary

Our Ref: PIC/2/8

1. This letter informs Health Boards and Trusts about progress being made in the drive to reduce junior doctors' hours of work and outlines further action required by employing authorities in this connection.

Addressees

For action
General Managers of
Health Boards

General Manager,
Common Services Agency

General Manager
State Hospital

Chief Executives, NHS
Trusts

For information
General Manager,
Health Education Board
for Scotland

Chief Executive
Designate, NHS Trust

Action

2. Health Boards/Trusts are asked to:
- note suggestions for use, in the short term, of unspent funding;
 - provide statistical returns on juniors' hours as at 30 September 1992;
 - provide written reports on part-time working by junior doctors and dentists;
 - note the Workshop for Local Implementation Group and Task Force members to be held on 16 November 1992;
 - copy this letter to Unit General Managers for action as necessary.
3. Details of what is required are set out in the attached annex.

Enquiries to:

Miss I Bowie
Directorate of
Manpower
NHS Management
Executive
Room 61A
St Andrew's House
EDINBURGH EH1 3DE
Tel: 031-244 2476
Fax: 031-244 2683

Yours sincerely

A J MATHESON
Director of Manpower

Bids for Additional Posts

1. At its meeting on 23 July the Scottish Implementation Group on Junior Doctors' Hours recommended acceptance of 63 bids by health authorities for additional posts to assist in reducing juniors' hours. No further bids can be accepted in the current financial year. Employing authorities will be notified in due course when to submit bids for additional posts for 1993/94.

Short-term Use of Funds

2. The Scottish Implementation Group noted that there is usually a time lapse between funding for a post being approved and the post being filled. It is suggested that in such circumstances Health Boards and Trusts should consider either filling the post on a temporary basis with a locum or using the funding made available for improvements to juniors' accommodation until such time as the post is filled on a permanent basis.

Statistical Returns

3. The half-yearly statistical returns of juniors' hours as at 30 September 1992 must be completed and returned to the Management Executive in the usual form no later than **Monday 23 November 1992**. Employing authorities are requested to collate the returns provided by their Units into a composite Health Board or Trust return before forwarding them to the Management Executive and to check the returns carefully for accuracy.

4. A copy of the collated returns as at 31 March 1992 is attached for information at Annex A along with a table at Annex B showing trends since 31 March 1991. This shows that progress has been encouraging. There is still, of course, some way to go if the targets set for 1 April 1993 and 31 December 1994 are to be achieved and employing authorities are asked to maintain the momentum which they have built up to date.

Progress Reports

5. Health Boards and Trusts should provide along with their above-mentioned statistical returns written reports on the progress they have made in filling posts approved by the Scottish Implementation Group and the effect those posts are having in reducing juniors' hours. The Scottish Implementation Group also wish to know how the reductions are being effected, ie by changing rotas or introducing partial or full shifts, and how the current arrangements compare with previous practice.

6. The reports should include in particular a note of the use employing authorities have made of part-timers in reducing junior's hours and any future plans for part-time working. Any difficulties which have been met in developing those plans should be indicated.

Computerised Monitoring Packages

7. A basic computer software package has been developed for monitoring juniors' hours. The program will require to be modified to meet Scottish requirements and a pilot study is being carried out in

Lothian Health Board to check its effectiveness. Further information will be issued in due course.

8. The Department of Health has also commissioned a more extensive computer package to monitor juniors' hours but it is likely to be some time before it is developed. Employing authorities will be kept informed of progress in this initiative also.

Workshop for Local Implementation Group and Task Force Members

9. The Workshop for Local Implementation Group and Task Force Panel members which was to have been held in June had to be cancelled because of lack of support. The Scottish Implementation Group still consider this to be a useful exercise and a workshop is now to be held on 16 November 1992. The accent will be on problem-solving based on examples of difficulties submitted by participants. All Local implementation Groups and Task Force Panels have been contacted and requested to provide examples of problems to be discussed at the Workshop.

DOCTORS AND DENTISTS IN TRAINING - HOURS OF WORK

HEALTH BOARD: SCOTLAND

PART 1 (POSTS)

Col 1	Col 2 Total No of funded posts in grade as at 31.3.92	Col 3 Total No of funded posts by form of working (c)		Col 4 No of posts worked as on-call rota						(d) 72 hrs or less
		(a) full shift	(b) partial shift rota	(a) over 83 hrs * hard pressed	(b) 83 hrs * hard pressed	(c) 73-82 hrs * hard pressed	(c) non hard pressed	(a) over 83 hrs * hard pressed	(b) 83 hrs * hard pressed	
SENIOR REGISTRAR	334.4	11	-	323.4	7	50	11	45	49	140.4
REGISTRAR	1008.5	28	18	962.5	39	188	32	176	95	310.5
SHO	1340.9	87.5	31	1222.4	42	197	97	314	105.1	283
PRHO	603	8	15	580	25	68	33	175	28	63
TOTAL	3286.8	134.5	64	3088.3	113	503	173	710	277.1	796.9

PART 1 - NOTES

φ Dentists to be included in a single speciality of dentistry.

Total of Col 3 should equal total of Col 2.

Col 4(a) - 1:3 rota with prospective cover or worse.

Col 4(b) - 1:3 rota without prospective cover.

Col 4(c) - 1:4 rota with prospective cover.

Col 4(d) - 1:4 without prospective cover or better.

* As defined in Annex D of circular SOHHD/DEM(1991)16.

PART 2 (POST HOLDERS)

Col 1	Col 2	Col 3	Col 4
No of honorary staff as at 31.3.92	No of full-time staff as at 31.3.92	No of part-time staff as at 31.3.92	Total No of staff as at 31.3.92
64	320.5	9.9	330.4
82	992	5	997
25	1335.9	3	1338.9
8	596	-	596
179	3244.4	17.9	3262.3

PART 2 - NOTES

Total of Col 1 should not be included in any other Col.

Total of Col 2 and 3 should equal total of Col 4.

ANNEX B

HOURS OF WORK OF JUNIOR DOCTORS AND DENTISTS IN SCOTLAND: MARCH 1991 - MARCH 1992

<u>Date</u>	<u>No of posts in Grade*</u>	<u>Over 83 Hrs</u>	<u>83 Hrs</u>	<u>Under 83 Hrs</u>
31/3/91	2465	1555 (63%)	268 (11%)	642 (26%)
30/9/91	3269	773 (24%)	592 (18%)	1904 (58%)
31/3/92	3287	628 (19%)	676 (20%)	1982 (60%)

*All grades

COMMON SERVICES AGENCY	
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FILE No.	
REFERRED TO	ACTION TAKEN