



National Health Service in Scotland
Management Executive

St. Andrew's House
Edinburgh EH1 3DG

Dear Colleague

**HOURS OF WORK OF JUNIOR DOCTORS AND
DENTISTS**

Summary

1. This letter informs employing authorities of progress being made in the drive to reduce junior doctors' and dentists' hours of work and indicates the further action required in this connection.

Action

2. Health Boards and Trusts should:
- take steps to ensure that no junior doctor or dentist on an on-call rota is contracted for more than an average of 83 hours per week after 1 April 1993 (and 72 hours or 60 hours for those on partial or full shifts);
 - ensure that juniors do not work non-contracted hours in excess of these limits;
 - make sure that juniors get adequate rest periods between periods of duty;
 - provide statistical returns for the half-year to 31 March 1993 by 13 April 1993 at the latest;
 - submit bids for additional staffing, also by 13 April 1993;
 - note that the restriction on phlebotomists taking blood for cross-matching purposes is to be lifted;
 - submit contributions to the "New Deal News" to the Management Executive for onward transmission to the editor;

7 January 1993

Addressees

For action:
General Managers,
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 Executives
Designate,
NHS Trusts

Enquiries to:

Miss I Bowie
Directorate of
Manpower
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- copy this letter to Unit General Managers for action as necessary.
- 3. Details of what is required are set out in Annex A attached.

Yours sincerely

A handwritten signature in cursive script that reads "Andrew Matheson". A horizontal line is drawn underneath the signature.

A J MATHESON
Director of Manpower

Target date for Reduction of Hours to 83 per week

1. Health Boards and Trusts are reminded that no junior doctor or dentist working on an on-call rota must be contracted for more than an average of 83 hours of duty per week after 1 April 1993. The limits for those on partial and full shifts are 72 and 60 hours of duty respectively. Employing authorities should ensure that new contracts issued in February and March 1993 comply with the hours controls. Where employing authorities foresee difficulty in achieving these targets, their Local Implementation Group should be asked to examine problem areas urgently with a view to a solution being found. Exceptionally, a Task Force may be called in to advise on particular difficulties. If, following such action, employing authorities still find themselves unlikely to be able to reduce juniors' hours to the required limit by 1 April 1993, they must inform the Management Executive immediately.

Non-contracted Hours of Work

2. The 1 April 1993 target for hours reductions is expressed in terms of contracted rather than actual hours of duty. There is, however, evidence to suggest that a number of juniors are working a considerable number of non-contracted hours, in many cases unpaid, in excess of the limits set out in the "New Deal". Junior doctors and dentists are therefore concerned that the hours initiative is a cosmetic exercise which, in reality, will not affect the hours or intensity of their work. Ministers are determined that there should be no such breach of the spirit of the "New Deal" and employing authorities must therefore take steps to ensure that improvements in juniors' hours are real and demonstrable.

Rest Periods

3. At its latest meeting the Scottish Implementation Group on Junior Doctors' Hours (SIG) noted that there appeared to be uncertainty in some areas about the interpretation of adequate periods of rest between junior doctors' periods of duty. The provisions regarding rest periods are clearly set out in NHS Circular PCS(1992)5 and in paragraphs 18-20 of the terms and conditions of service and should be strictly adhered to.

Visits by Representatives of the Scottish Implementation Group

4. Representatives of the Scottish Implementation Group intend to visit several Health Boards and Trusts before the end of March 1993 to discuss with Local Implementation Groups and Management their prospects of meeting the 1 April 1993 target and to provide encouragement and assistance where possible. The SIG secretariat will be contacting the employing authorities concerned shortly to make the necessary arrangements.

Statistical Returns

5. A copy of the collated returns of juniors' hours as at 30 September 1992 is attached for information at Annex B and a table showing trends since 30 September 1991 is at Annex C. Progress has been encouraging with only some 13% of juniors now contracted for more than 83 hours duty per week. Employing authorities are to be congratulated on their efforts to date and are asked to maintain the momentum with a view to achieving the April 1993 and December 1994 targets.

6. In view of the likely interest in whether the NHS will have met the 1 April 1993 target for reducing contracted hours to an average of no more than 83 per week, employing authorities' statistical returns for the half-year to 31 March 1993 must be submitted to the Management Executive no later than Tuesday 13 April 1993. Returns must be collated on a Health Board or Trust basis and checked carefully for completeness and accuracy before submission.

Bids for Additional Staffing 1993-94

7. The Government has made an extra £3.6m available in 1993-94 for additional staffing to help reduce juniors' hours. The criteria for bids will be the same as in 1992, ie they may include proposals for additional phlebotomists, ward clerks, nursing and midwifery staff as well as for career grade posts as part of a package aimed at reducing juniors' hours. All bids must be submitted to the Management Executive by 13 April 1993 for subsequent consideration by the SIG in May. No late bids can be accepted.

Phlebotomists

8. The Advisory Council Report on the Use of Phlebotomists in Scottish Hospitals was considered at a recent meeting between the Department and the SJCC. It was agreed that the restriction on the use of phlebotomists for taking blood for cross-matching purposes was unhelpful from a juniors' hours point of view and should be lifted. A circular notifying employing authorities of this change will be issued shortly.

New Deal News

9. Contributions from employing authorities for inclusion in "New Deal News" will be welcome and should be forwarded to Miss I Bowie, NHS Management Executive, Directorate of Manpower, Room 61A, St Andrew's House, Edinburgh EH1 3DG for onward transmission to the editor.

ANNEX B

DOCTORS AND DENTISTS IN TRAINING - HOURS OF WORK

HEALTH BOARD: SCOTLAND

PART 2 (POST HOLDERS)

Col 1	Col 2	Col 3	Col 4
No of honorary staff as at 30.9.92	No of full-time staff as at 30.9.92	No of part-time staff as at 30.9.92	Total No of staff as at 30.9.92
67.5	320	13.5	333.5
79	874	14.25	888.25
18	1555	6	1561
-	630	-	630
164.5	3379	33.75	3412.75

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.

PART 1 (POSTS)

Col 1	Col 2	Col 3		Col 4				(d) 72 hrs or less	
		(a) full shift	(b) partial shift	(a) over 83 hrs * hard pressed	(b) 83 hrs * hard pressed	(c) 73-82 hrs * hard pressed	(c) non hard pressed		
SENIOR REGISTRAR	336.2	11	5.2	32	39	11	49	90	96
REGISTRAR	847.4	15	47	113	102	22	172	111	230.5
SHO	1577.5	143.5	88	151	184	67	364	249.5	301.5
PRHO	646	8	81	95	77	8	212	53	107
TOTAL	3407.1	177.5	221.2	391	402	108	797	503.5	735

PART 1 - NOTES

† Dentists to be included in a single specialty 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/DCM(1991)16.

* 11.9 Registrars do not participate in a rota

+ 1 SHO does not participate in a rota

ANNEX C

HOURS OF WORK OF JUNIOR DOCTORS AND DENTISTS IN SCOTLAND: SEPTEMBER 1991-SEPTEMBER 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>
30. 9.91	3,269	773 (24%)	592 (18%)	1,904 (58%)
31. 3.92	3,287	628 (19%)	676 (20%)	1,982 (60%)
30. 9.92	3,407	452 (13%)	510 (15%)	2,434 (71%)

* All Grades