

National Health Service in Scotland Management Executive

St. Andrew's House Edinburgh EH1 3DG

Dear Colleague

JUNIOR DOCTORS' HOURS OF WORK

Summary

1. Employing bodies must comply with the Ministerial requirement for junior doctors' hours to be reduced to a maximum of 72 per week by 31 December 1994.

Action

- 2. General Managers of Health Boards and Chief Executives of Trusts must take personal responsibility for ensuring that:
 - the average hours of duty of junior doctors on on-call rotas in hard-pressed posts are reduced to no more than 72 per week by 31 December 1994 (and to 56 and 64 hours per week respectively for those on full and partial shifts);
 - by 31 December 1994 no junior doctor employed full-time is required actually to work for more than an average of 56 hours per week;
 - statistical returns for the 3 month period from 1 October to 31 December 1994 are submitted by 20 January 1995;
 - a report on each individual post remaining outwith the December 1994 limits is provided along with the returns;
 - this letter is copied to Unit General Managers and Medical and Clinical Directors for action as necessary.
- 3. Details of what is required are set out in Annex A attached.

Yours sincerely

MR Sphill

M R SIBBALD Director of Human Resources 15 December 1994

Addressees:

For action: General Managers, Health Boards

General Manager, Common Services Agency

General Manager, State Hospital

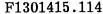
Chief Executives, NHS Trusts

<u>For information</u>: <u>General Manager</u>, <u>Health Education Board</u> <u>for Scotland</u>

Director, Scottish Council for Postgraduate Medical and Dental Education

Enquiries to:

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



ANNEX A

JUNIOR DOCTORS' HOURS OF WORK

1994 TARGET

1. MEL(1994)87 reminded Health Boards and Trusts of the 31 December 1994 target for the reduction of junior doctors' hours to an average of 72 per week for all hard-pressed on-call rota posts (and to 56 and 64 hours respectively for full and partial shifts) and that no junior should actually work for more than an average of 56 hours per week from that date. The Government remain fully committed to these targets and employing authorities must do everything possible to ensure that they are achieved in their area.

The Present Position

2. The statistical returns of juniors' hours as at 30 September 1994 (summary attached) show that 1,499 doctors were involved in on-call rotas in hard-pressed posts of whom 992 (66%) were contracted for 72 hours of duty per week or less. This leaves 507 (34%) whose hours must be reduced to that level by 31 December. The September returns show that 11 posts remained contracted for over 83 hours. If these posts have not already been reduced to within the required limits, steps must be taken to do so immediately; this means a maximum of 83 hours for non-hard pressed posts straight away and 72 hours by 31 December for those in the hard-pressed category. A report on any posts remaining contracted for over 83 hours must accompany the 31 December 1994 statistical returns along with a timetable within which the necessary reductions will be achieved.

Doctors in Higher Specialist Training

3. Doctors in Higher Specialist Training may continue to contract for duty of up to a maximum average of 83 hours per week when it would be to the benefit of their training (in terms of the "English" Clause). Detailed guidance on this was given in MEL(1994)87 and also in "The New Deal".

Statistical Returns

- 4. As forewarned in MEL(1994)87, a special statistical return is required for the 3 month period from 1 October to 31 December 1994 to show the extent to which the 72 hour target has been achieved. This must be submitted to the Management Executive no later than 20 January 1995. Health Boards should provide one consolidated return for all directly managed units where they have them. Likewise, NHS Trusts should provide a consolidated return for all their units. All returns must be completed fully and checked for accuracy before they are submitted. Any statistics which are forwarded uncollated, inaccurate or incomplete will be returned by the Scottish Implementation Group Secretariat for amendment. The most common errors were listed in MEL(1994)8 to which reference should be made to ensure they are not repeated.
- 5. In addition, the following mistakes were found in the September 1994 returns:

- 5.1 <u>All</u> senior registrars being listed on the form headed "Doctors in Higher Specialist Training" instead of only those who came under the "English Clause".
- 5.2 One consolidated return showing all grades by specialty instead of separate forms for Senior Registrars, Registrars, Senior House Officers and Pre-Registration House Officers.
- 5.3 An almost total disregard of the column which calls for the number of posts where hours actually worked exceed 56 per week.
- 6. It is essential that the staff responsible for completing these important statistical returns have access to and study carefully the instructions set out in the aforementioned MELs and on the forms themselves so that valuable time and resources are not wasted correcting elementary errors and omissions.
- 7. Revised and more comprehensive statistics forms are attached and should be used for the 31 December 1994 return. Please note carefully the information required; in particular, that separate returns are needed for Senior Registrars (Form 1), Registrars (Form 2), Senior House Officers (Form 3) and Pre-registration House Officers (Form 4) and a summary of the information in Form 5.

Actual Hours of Work

- 8. As stated in paragraph 1, regardless of work pattern and intensity no junior must actually work more than 56 hours per week after 31 December 1994. As a guide, actual hours of work might be considered as the time spent by junior doctors pursuing clinical, educational and other duties required by their employers. It would not include formal breaks where doctors' duties had been taken over by colleagues and where they were not expected to be called (except in an emergency) nor would it include periods of rest where doctors were available on-call but had not been called.
- 9. Part 2 of the statistics calls for a return of actual hours of work. In order to obtain as accurate an assessment as possible, it is strongly recommended that management should involve representatives of local junior doctors in collecting and collating these returns. Where Trusts have already set up their own local Implementation Group to drive forward the hours initiative, it would be appropriate for the junior doctor representative(s) on the Group to undertake this task.

Employing bodies may care to consider that:

- 9.1 a diary could be kept by juniors themselves;
- 9.2 sample measuring of working hours by a small number of juniors over a short period of time. The juniors themselves would have to say whether the hours worked during the sample period were typical.
- 9.3 monitoring of average hours worked and the maximum length of undisturbed rest.

Reports on Posts not meeting the Targets

10. The statistical returns must be accompanied by a written report on all posts shown as not meeting the 31 December 1994 targets of 72 contracted hours of duty for those in the hard-pressed category and 56 hours of actual work for all junior posts. The report should indicate the reason why the post remains outwith the New Deal limit; what action management is taking to resolve the difficulty; and the timescale within which the required reduction will be effected. These reports will be considered by SIG at its next meeting in February 1995.

Conclusion

11. It is the responsibility of Health Boards and Trusts to deliver the reductions in junior doctors' hours to which the Government remains fully committed. It is essential that employing bodies ensure that the contracted hours of juniors in hard-pressed posts are reduced to an average of no more than 72 hours per week by 31 December 1994 and that junior doctors are not actually working for more than 56 hours a week by that date.

DOCUMENTAL DENTIFIES IN TRAINING - HOURS OF WORK - AS AT 30 CHEMBER 1994

HEALTH BOARD/TRUST:

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Total No of staff as at

No of No of No of honorary full-time part-time staff staff as aff as at

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Col 3

Col 2

Col 1

PART 2 (POST HOLDERS)

PART 1 - NOTES

Ø 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/DXM(1991)16.

9.5 SR's no out of hours cover

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

PART 2 - NOTES

981.5

992

220

428

91

76

8

2799.5

9

139

186.5

13

3643.25

TOTAL

406

180

24

13

629

PRHO

33

286

9

71

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

16.75 R's no out of hours cover

12 SHO's no out of hours cover

6 PRHO's no out of hours cover

I Registrar Vacancy

(2 SHO's working Registrar rotas)

DOCTORS AND DENTISTS IN TRAINING - HOURS OF WORK AS AT 31 DECEMBER 1994

DOCTORS IN HIGHER SPECIALIST TRAINING WORKING MORE THAN 72 HOURS PER WEEK (The "English Clause")

	HOURS	ACTUALLY WORKED	
) HOURS	NON-HARD PRESSED	
	CONTRACTED HOURS	HARD PRESSED	
	2,000	PATTERN	
		HOSPITALS	
ROST		SPECIALTY	
ealth board/trost		POST ¹ (GRADE)	

NOTES:- 1. List each post by Grade on a separate line.
2. Indicate on-call rota, full shift or partial shift.

For explanation of the "English Clause" see paragraph 4 of Mel(1994)87 and Paragraph 6 of Annex A of the "New Deal".

DOCTORS AND DENTISTS IN TRAINING - HOURS OF WORK - AS AT 31 DECEMBER 1994 STHMARY

HEALTH BOARD/TRUST

PART 3 (POST HOLDERS)		Col 2 Col 3 Col 4		:	No of No of Total Y full-time part-time No of staff staff staff as at as at						PART 3 - NOTES	Total of Col 1 should not be included in any other Col.
PART 3		Col 1			s No of staff as at		<u> </u>				PART 3	Total in any
PART 2					No of posts where hours actually worked exceed 56							
			m	(C) 72 hrs or Less	non hard pressed			·				
			No of posts worked as on-call rota	72 h 72 h	hard							
		Col 4	orked as or	(B) 83-73 hrs	non hard pressed							
			of posts w	(B) 83-7	* hard pressed							
osts)			S.	(A)	over 83 hours							
PART 1 (POSTS)	HOURS		ded	(C) Rota								
	CONTRACTED HOURS	3	Total No of Funded posts by form of working	hift	64 hrs or Less							tistry.
	8	Col 3	Total N posts by	(B) Partial S	over 64 hrs							y of den
				(A) (B) Full ShiftPartial Shift	56 hrs or Over Less							special(
				<u> </u>	Over 56 brs					<u></u>		ı a single
		Col 2	Total No of Funded	Posts In Grade As At								be included in
		Col 1				SENIOR REGISTRAR	REGISTRAR	SHO	PRHO	TOTAL	PART 1 - NOTES	Dentists to be included in a single specialty of dentistry.

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* As defined in Annex D of circular SOHED/DGM(1991)16.

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Total of Col 3 should equal total of Col 2.

The totals of Forms 1 to 4 should be entered here and added together to give the grand total of all Senior Registrars, Registrars, Senior House Officers and Pre-Registration House Officers employed in the relevant Trust or Health Board. Please Note -

DOCTORS AND DENTISTS IN TRAINING - HOURS OF HORK - AS AT 31 DECEMBER 1994 BY GRADE AND SPECIALITY

HEALTH BOARD/TRUST

GRADE: REGISTRAR							PART 1	PART 1 (POSTS)				2	PART 2
				DESCO	CONTRACTED HOURS	80							
Col 1 Specialty	Col 2 Total No of Funded		8.	Col 3 Total No of Funded posts by form of working	Funded of working			No of	posts worked	Col 4 No of posts worked as on-call rota	rota		No f Posts Where
	Posts In Grade As At	Pul	(A) Full Shift '	Parti	(B) Partial Shift	(C) Rota	ક	(B) 83-73 hrs	hrs	2 2 3	(C) 72 hrs or Less		Actual Hours Worked Exceed
		Over 56 hrs	56 hrs or Over Less	Over 64 hrs	64 hrs or Less		Over 83 hrs	* hard pressed	non hard pressed	* hard pressed	non hard pressed		
A & E Medicine													
Anaesthetics													
Clinical Laboratory Specialties													
Dentistry													
Medicine (excluding Paediatrics)													
Obstetrics and Gynaecology													
Paediatrics													
Psychiatry													
Radiology													
Surgery												_ <u></u>	
TOTAL												ر -	
PART 1 - NOTES			;										

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BY GRADE AND SPECIAL.

HEALTH BOARD/TRUST __

C	Lucii .		 _	£	of Posts Where	Actual	Hours
	PART 1 (POSTS)		Col 4	a total total	No of posts worked as on control		83-73 hrs 72 hrs or
	PART 1						(₹)
		CONTRACTED HOURS	. [3		Total No of Funded		(A) (C) (B) (C)
				- ଆଧ୍ୟ	Total No	or runded	In Grade
	GRADE: SENIOR REGISTRAR			Se 1	Specialty		

						 				Col 4	
Col 2 Col 3	Col 3	Col 3	Col 3					70 OF	No of mosts worked as on-call rota	as on-call	rota
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AS AT 31 DECEMBER 1994 DOCTORS AND DENTISTS IN TRAINING - HOURS OF W. BY GRADE AND SPECIALITA

HEALTH BOARD/TRUST

No of Posts Where Actual Hours Worked Exceed PART 2 non hard pressed (C) 72 hrs or Less No of posts worked as on-call rota hard pressed non hard pressed (B) 83-73 hrs hard pressed PART 1 (POSTS) Over 83 hrs 3 (C) Rota CONTRACTED HOURS Total No of Funded posts by form of working (B) Partial Shift 64 hrs or Less 813 64 hrs Over (A) Full Shift | 56 hrs or Over Less 56 hrs Total No of Funded Posts In Grade As At GRADE: SENIOR HOUSE OFFICER Medicine (excluding Paediatrics) Clinical Laboratory Specialties A & E Medicine Obstetrics and Gynaecology Anaesthetics Paediatrics Psychiatry Dentistry Radiology Specialty Surgery . 8 TOTAL

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DOCTORS AND DENTISTS IN TRAINING - HOURS C R - AS AT 31 DECEMBER 1994. BY GRADE AND SEPEC. IT

PART 1 (POSTS) GRADE: PRE-REGISTRATION HOUSE OFFICER HEALTH BOARD/TRUST _

PART 2

Specialty Rock A					8	CONTRACTED HOURS	ES.							
The control of Figure The	Col 1	Col 2			Col 3						Col 4			
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PARI 1 - NAIRS

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THE SCOTTISH OFFICE

National Health Service in Scotland Management Executive

St. Andrew's House Edinburgh EHI 3DG

Telephone 031-244 Fax 031-244 2683

Chief Executives of Trusts General Manager, State Hospital General Manager, CSA General Manager, Health Board

5 1 December 1994

Dear Colleague

Please find attached an NHS MEL and Annex on Junior Doctors' Hours, in which I ask for your support in the continuing effort to reach our targets by year end as per Government policy.

You will be aware of the pressure that has been exerted and we have made significant progress during 1994 but we remain some 15% short of the targets in the hard-pressed posts and with significant exposure as far as work intensity is concerned.

I would be grateful for your support in bringing this matter to the attention of all your senior colleagues to enable us to achieve the targets which we have set.

Yours sincerely

MR Soball

M R SIBBALD Director of Human Resources



THE SCOTTISH OFFICE

National Health Service in Scotland Management Executive

Control State of Fig. (1994)

St. Andrew's House Edinburgh EH1 3DG

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Summary

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ANNEX A

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SCOTIAND (FINAL FIGURES)	HEALTH BOARD/TRUST:
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PART 1 (POSTS)

PART
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(POST
HOLDERS)

Col 2

Col 3

Col 4

No of No of Total full-time part-time No of staff staff staff staff as at as at

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	441.5	528	132	229	57	43	÷	2	1436.5	202	76	156.5	12	1893	SHO
L	296	108	53	. <u>%</u> .	20	24	ω		598	57	33	15	1	723.75	REGISTRAR
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					Col						Col 3			Co1 2	Col 1

PART 1 - NOTES

Dentists to be included in a single specialty of dentistry.

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

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PART 2 - NOTES

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

(2 SHO's working Registrar rotas)

1 Registrar Vacancy

NOTES:-

For explanation of the "English Clause" see paragraph 4 of Mel(1994)87 and Paragraph 6 of Annex A of the "New Deal".

List each post by Grade on a separate line.
 Indicate on-call rota, full shift or partial shift.

DOCTORS AND DENTISTS IN TRAINING - HOURS OF WORK AS AT 31 DECEMBER 1994

DOCTORS IN HIGHER SPECIALIST TRAINING WORKING MORE THAN 72 HOURS PER WEEK (The "English Clause")

HEALTH BOARD/TRUST

	POST ¹ (GRADE)		
	SPECIALTY		
	HOSPITALS		
	PATTERN	work ²	
	HARD PRESSED		
	NON-HARD PRESSED	CONTRACTED HOURS	
	WORKED	HOURS	

HEALTH BOARD/TRUST

PART 1 (POSTS)

PART 2

PART 3 (POST HOLDERS)

PART 1 - NOTES	TOTAL	PRHO	OHS	REGISTRAR	SENIOR REGISTRAR				Co1 1	
0				-			In Grade	Total No of Funded	Col 2	
						Over 56 hrs	. 79			
						56 hrs or Over Less	(A) (B) Full ShiftPartial Shift	70		
						Over 64 hrs	(B) Partial Sh	Total No of Funded posts by form of working	Co1 3	COMT
						64 hrs or Less	lift	of Funde	-	CONTRACTED HOURS
							(C) Rota	nd orking		ORS
						over 83 hours	(A)	No		
						* hard pressed	(B) 83-73 hrs	No of posts worked as		
44.700						non hard pressed	hrs	rked as o	Col 4	
41.700	100-100 p. 1100 m	weeker - 112 l		ve		hard pressed	(C) 72 hrs or Less	on-call rota		
						non hard pressed	ss or			
			•			where hours actually worked exceed 56	No of posts			
PART 3 - NOTES						honorary staff as at	No of	-	Col 1	
NOTES						full-time staff as at	No of		Col 2	
	-					part-time staff as at			Co1 3	
						No of staff as at			Col 4	

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

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

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) - 1:4 rota with prospective cover or better. Col 4(c) - 1:4 without prospective cover or better.

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

Please Note - The totals of Forms 1 to 4 should be entered here and added together to give the grand total of all Senior Registrars, Registrars, Senior House Officers and Pre-Registration House Officers employed in the relevant Trust or Health Board.

DOCTORS AND DENTISTS IN TRAINING - HOURS OF WORK - AS AT 31 DECEMBER 1994 BY GRADE AND SPECIALITY

HEALTH BOARD/TRUST

Col 3 Total No of Funded posts by form of working of working of the posts by form of working posts worked as on-call to have posts	Radiology	Radiology	Psychiatry	Paediatrics	Obstetrics and Gynaecology	Medicine (excluding Paedistrics)	Dentistry	Clinical Laboratory Specialties	Anaesthetics	A & E Hedicine		In Grade As At	Col 1 Col 2 Specialty Total No of Funder		GRADE: REGISTRAR
COL 3 Col 3 Col 3 Total No of Funded posts by form of working Partial Shift Rota Col 4 Over 64 hrs Over 83-73 hrs Col 4 Less Dover 64 hrs Dover * non * hard hard pressed pressed											Over 56 hrs				
(C) (A) (B) (B) (C) (C) (A) (B) (B) (C) (C) (C) (C) (C) (C) (C) (C) (C) (C											or over	(A) 11 Shift .			
Col 4 No of posts worked as on-call ro Rota Over B3 hrs hard pressed pressed pressed No of posts worked as on-call ro (C) 72 hrs Less A pressed pressed pressed											Over 64 hrs	Part	Col 3 Total No of	8	
Col 4 No of posts worked as on-call ro Rota (A) (B) (B) 73 hrs (C) 72 hrs Over * non * And hard hard hard pressed Over bard pressed pressed Over to the pressed pressed pressed											64 hrs or Less	(B)	Funded of working	IRACIED HOU	
No of posts worked as on-call ro (B) (C) 83-73 hrs 72 hrs hard hard pressed pressed pressed pressed												(C) Rota		8	
f posts worked as on-call ro 73 hrs non hard pressed pressed * Authorized Authorized											Over 83 hrs	(A)			PART 1
col 4 posts worked as on-call rota (C) 72 hrs or Less non hard pressed pressed presse		-									hard pressed	(B) 83-7:	No of		PART 1 (POSTS)
Col 4 as on-call rota (C) 72 hrs or Less non hard pressed presse											non hard pressed	hrs	posts worke		
rota (C) hrs or ess non hard presse											hard pressed	72	Col 4		
			-								non hard pressed	nrs or	rota		

<u>PART 1</u> - 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) - 1:4 rota with prospective cover or better. Col 4(c) - 1:4 without prospective cover or better. As defined in Annex D of circular SCHED/DCM(1991)16.

GRADE: SIZHIOR REGISTRAR HEALTH BOARD/TRUST

Col 1

Specialty

DOCUCIA VAD DEXILIBIA IN LIVITATIA - 110118 OF A

· AG AT 31 DECEMBER 1994

PART 2

PART 1 (POSTS)

Clinical Laboratory Specialties Medicine (excluding Paediatrics) Total No
of Funded
Posts
In Grade
As At Co1 2 36 hrs Over (A) Full Shift Over or Total No of Funded posts by form of working Over Col 3 (B) Partial Shift CONTRACTED HOURS 64 hrs 9 R(C) Over 3 hard pressed (B) 83-73 hrs No of posts worked as on-call rota non hard pressed *
hard
pressed (C) 72 hrs or Less non hard pressed No
of Posts
Where
Actual
Hours
Worked
Exceed
56

TOTAL Surgery Radiology

Psychiatry

Paediatrics

Obstetrics and Gynaecology

Dentistry

Anaesthetics

A & E Medicine

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) - 1:4 rota with prospective cover or better.
Col 4(c) - 1:4 without prospective cover or better.
* As defined in Annex D of circular SOHED/DGM(1991)16.

HEALTH BOARD/TRUST

GRADE: SEXTOR HOUSE OFFICER

PART 1 (POSTS)

				8	CONTRACTED HOURS	8						I
Col 1	Co1 2		إسبي	Col 3						Col 4		
Specialty	Total No			Total No of Funded posts by form of working	Funded of working			No of	No of posts worked as on-call rota	as on-call	rota	
	In Grade		(A) Full Shift	Part	(B) Partial Shift	Rota	(2)	(B) 83-73 hrs	3 hrs	72 h	(C) 72 hrs or Less	Actual Hours Worked
•		 	ደ ጀ	}	64 hrs			•		*		
		56 hrs	or Cour	64 hrs	Less	·	83 hrs	hard pressed	hard pressed	hard pressed	hard pressed	
A & E Medicine			eg-flage									
Anaesthetics												
Clinical Laboratory Specialties		!	anême <u>i</u>)						,			
Dentistry												
Medicine (excluding Paediatrics)			o: 148 <u>0</u> 1.									
Obstetrics and Gynaecology			os caració									
Paediatrics			≟ 1 56									
Psychiatry			ara 2 523									
Radiology			11.00									
Sirrapro												
T. C.												

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PART 1 - NUISS
 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 rots with prospective cover or worse.

Col 4(b) - 1:4 rots with prospective cover or better.

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

* As defined in Annex D of circular SCHED/DCH(1991)16

PART 2

DOCTORS AND DENTISTS IN TRAINING - HOURS O'
BY GRADE AND SPEC. ok - as at 31 december 1994 .et

HEALTH BOARD/TROST

GAME: PRE-REGISTRATION HOUSE OFFICER Surgery TATOT 5 5 Radiology Psychiatry A & E Medicine Paediatrics Obstetrics and Gynaecology Dentistry Clinical Laboratory Specialties Anaesthetics Specialty Medicine (excluding Paediatrics) Total No
of Funded
Posts
In Grade
As At Co1 2 56 hrs Over (A) Full Shift 56 hrs or Over Total No of Funded posts by form of working 64 hrs Over G2 3 (B) Partial Shift CONTRACTED HOURS 64 hrs Less ę R(C) 83 hrs Over Ξ PART 1 (POSTS) hard pressed No of posts worked as on-call rota (B) 83-73 hrs non hard pressed *
hard
pressed Col 4 (C) 72 hrs or Less non hard pressed No
of Posts
Where
Actual
Hours
Worked
Exceed
56

Total of Col 3 should equal total of Col 2.

Col 4(a) - 1:3 rota with prospective cover or worse.
Col 4(b) - 1:4 rota with prospective cover or better.
Col 4(c) - 1:4 without prospective cover or better.
* As defined in Annex D of circular SOHED/DGM(1991)16.

PART 2

PART 1 - NOTES • Dentists to be included in a single specialty of dentistry.



THE SCOTTISH OFFICE

National Health Service in Scotland Management Executive

St. Andrew's House Edinburgh EH1 3DG

Telephone 031-244 Fax 031-244 2683

Chief Executives of Trusts General Manager, State Hospital General Manager, CSA General Manager, Health Board

5th December 1994

Dear Colleague

Please find attached an NHS MEL and Annex on Junior Doctors' Hours, in which I ask for your support in the continuing effort to reach our targets by year end as per Government policy.

You will be aware of the pressure that has been exerted and we have made significant progress during 1994 but we remain some 15% short of the targets in the hard-pressed posts and with significant exposure as far as work intensity is concerned.

I would be grateful for your support in bringing this matter to the attention of all your senior colleagues to enable us to achieve the targets which we have set.

Yours sincerely

M R SIBBALD

Director of Human Resources

MR Saball