Analysis Of Pattern : 7 December 2016

Basic details

Site	Conquest
Specialty	General Medicine
Name	7 December 2016
Grade	F1
On Call Dr.s	8
Leave	
Entitlement	9
Number of weeks	8

Standard Duties

Short Name	Start	End	
Mo	09:00	17:00	
Tu	09:00	17:00	
We	09:00	17:00	
Th	09:00	17:00	
Fr	09:00	17:00	

	Duty Name	Code	Start	End	Intensity	Low Intensity	Day1 12am-7am	Day1 7am-5pm	Day1 5pm-9pm	Day1 9pm-12am	Day2 12am-7am	Day2 7am-5pm	Day2 5pm-9pm	Day2 9pm-12am	Resident
○	Long day	T	09:00	22:00	FULL SHIFT	☐	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	☑
○	Zero Hours	0	--:--	--:--	--	--:--	--:--	--:--	--:--	--:--	--:--	--:--	--:--	--	
○	Standard Duty	S	--:--	--:--	--	--:--	--:--	--:--	--:--	--:--	--:--	--:--	--:--	--	

Week No.	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	09:00 - 22:00	09:00 - 22:00	09:00 - 22:00
2	00:00 - 00:00	00:00 - 00:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	00:00 - 00:00	00:00 - 00:00
3	09:00 - 22:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	00:00 - 00:00	00:00 - 00:00
4	09:00 - 17:00	09:00 - 22:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	00:00 - 00:00	00:00 - 00:00
5	09:00 - 17:00	09:00 - 17:00	09:00 - 22:00	09:00 - 17:00	09:00 - 17:00	00:00 - 00:00	00:00 - 00:00
6	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	09:00 - 22:00	09:00 - 17:00	00:00 - 00:00	00:00 - 00:00
7	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	00:00 - 00:00	00:00 - 00:00
8	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	00:00 - 00:00	00:00 - 00:00

Pay Breakdown:

	Without adjustment	With leave adjustment	With adjustment / rounding
Average Hours	44.38	44.53	44.75
Weekly Additional	4.38	4.53	4.75
Weekly Night	0.88	0.91	1.00
Weekend Banding	3.00%	3.00%	3.00%
Availability Allowance	N/A	N/A	N/A

- On-call allowance
- Weekend Banding
- Weekly Night
- Weekly Additional
- Weekly Basic
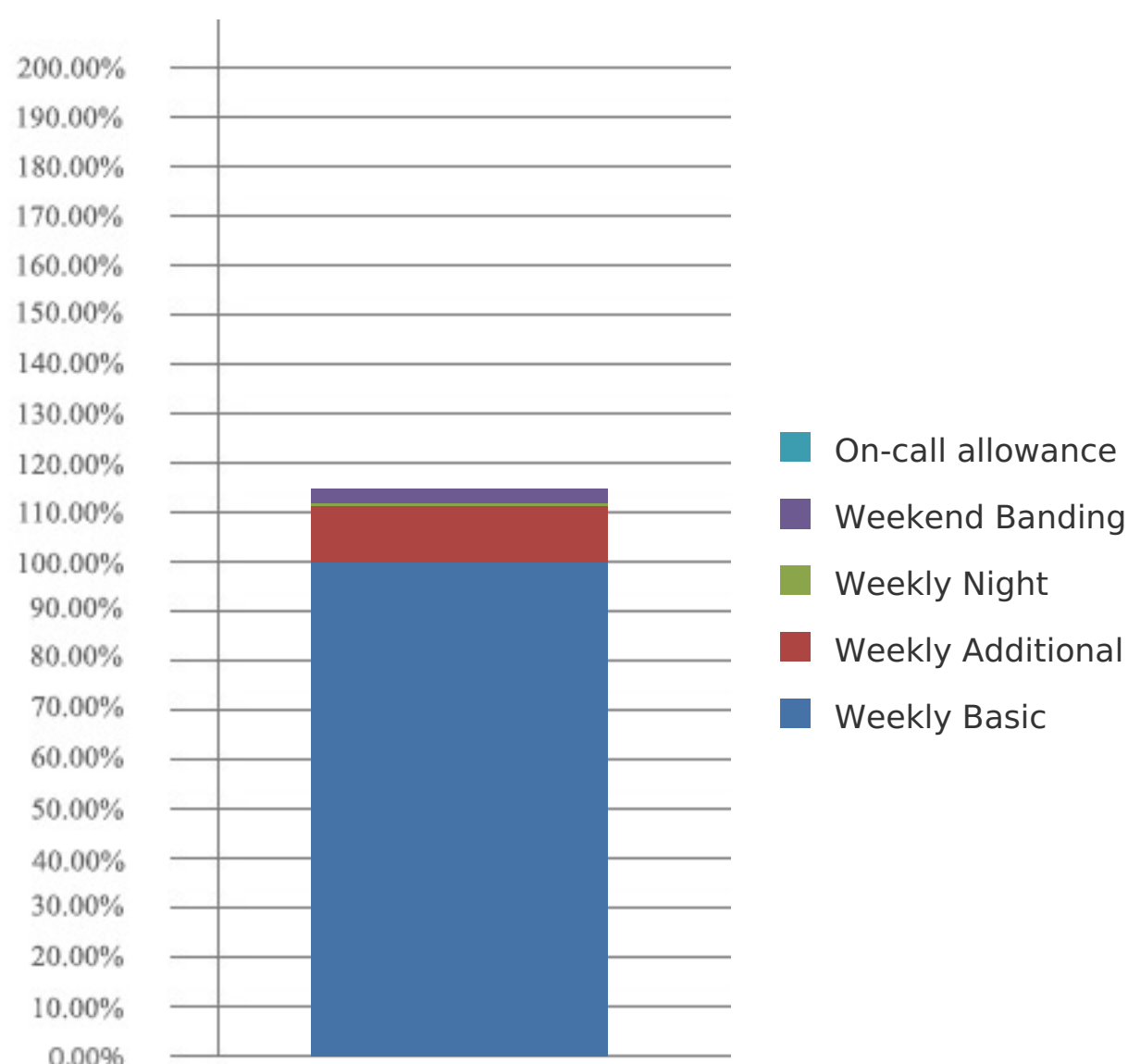
Indicative salaries for this rota (2016-17)

Note that indicative salaries below are based on the Pay and Conditions Circular (M&D) 2/2016, and do not include any London weighting or Flexible Pay Premia.

Nodal Point	Basic salary	Basic earned	Additional rostered hours	Night rate hours enhancement	Weekend allowance	Availability allowance	Total salary
FY1	£26,350	£26,350.00	£3,129.06	£243.74	£790.50	£0.00	£30,513.30
FY2	£30,500	£30,500.00	£3,621.88	£282.13	£915.00	£0.00	£35,319.00
CT1/CT2	£36,100	£36,100.00	£4,286.88	£333.93	£1,083.00	£0.00	£41,803.80
CT3	£45,750	£45,750.00	£5,432.81	£423.19	£1,372.50	£0.00	£52,978.50
ST1/SpR1 – ST2/SpR2	£36,100	£36,100.00	£4,286.88	£333.93	£1,083.00	£0.00	£41,803.80
ST3/SpR3 – ST8/SpR8	£45,750	£45,750.00	£5,432.81	£423.19	£1,372.50	£0.00	£52,978.50

2016 CONTRACT COMPLIANCE

Rule	Result	Analysis
1. No more than 72 hours actual work have been undertaken, in any working pattern, in any period of 7 consecutive calendar days.	71.00	RULE: OK
2. No shift (other than an on-call duty period) should be rostered to exceed 13 hours in duration.	0	RULE: OK
3. No more than 5 long shifts (where a long shift is defined as being a shift rostered to last longer than 10 hours) can be worked consecutively.	3	RULE: OK
4. No more than 4 night shifts of any length can be rostered or worked consecutively. A night shift is defined as any shift where a minimum of three hours of rostered work falls into the period between 23:00 and 06:00.	0	RULE: OK
5. On-call periods cannot be worked consecutively, other than at the weekend when two consecutive on-call periods (beginning on Saturday and Sunday respectively) are permitted. Longer runs of consecutive on-call periods, covering up to a maximum of seven consecutive days, may be agreed locally where both the employer and the doctor agree that it is safe and acceptable to both parties to do so and where such an on-call pattern would not breach any of the other limits on working hours or rest.	0	RULE: OK
6. Where 5 long shifts are worked consecutively, there must be a minimum 48 hour rest period after.	0.00	RULE: OK
7. Where either 3 or 4 night shifts are rostered or worked consecutively, there must be a minimum 46 hour rest period after.	0.00	RULE: OK
8. Where 8 days are worked consecutively, there must be a minimum 48 hour rest period after.	0.00	RULE: OK
9. No doctor shall be rostered for work at the weekend (defined for this purpose as any shifts or on-call duty periods where any work takes place between 00.01 Saturday and 23.59 Sunday) at a frequency of greater than 1 week in 2. Doctors paid at nodal point 2 are exempt from the requirements of the above paragraph for one placement during their foundation year. For these doctors, there is a requirement not to be rostered for shifts starting at any time between 00.01 on a Saturday and 23.59 on a Sunday at a frequency of greater than 1 week in 2.	1.00	RULE: OK Frequency is 1 in 8.0(1 weekend work in 8 weeks)(standard TCS), And 1 in 8.0 (1 Weekends in 8 weeks)(nodal point 2 rule)
10. Where shifts exceeding 10 hours finish after 2300, no more than 4 such shifts can be worked consecutively.	0.00	RULE: OK
11. Where 4 shifts exceeding 10 hours finishing after 23:00 are worked consecutively, there must be a minimum 48 hour rest period after.	0.00	RULE: OK
12. There must be no more than 3 on-call duty periods in 7 days, unless it is mutually agreed at a local level	0	RULE: OK
13. The day following an on-call duty period must not be rostered to last longer than 10 hours. Where it is expected that rest requirements will not be met on all occasions, rostered duty must not exceed 5 hours	0.00	RULE: OK
14. Whilst on-call a doctor must get 8 hours rest per 24 hours, of which 5 must be continuous between 2200 and 0700	0.00	RULE: OK
15. Doctors should not be rostered for more than an average of 48 hours of actual work per week, unless they have opted out of WTR in which case they should not exceed an average of 56 hours of actual work per week.	44.53	RULE: OK
16. A maximum of 8 shifts of any length can be rostered or worked on 8 consecutive days. Where the work schedule of a doctor rostered for on-call duty on a Saturday and Sunday contains 3 hours or fewer of work on each day, and no more than 3 episodes of work on each day, then such duty is defined as 'low intensity'. In such a 'low intensity' working pattern the 8 day limit will not apply and a maximum of 12 days can be rostered or worked consecutively.	7	RULE: OK
17. Pattern should not contain fixed leave	0	RULE: OK

WORKING TIME REGULATIONS (WTR) COMPLIANCE

Rule	Result	Analysis
1. No doctor to work more than an average of 48 hours per week (unless they have opted out of the WTR).	44.53	RULE: OK
2. Daily rest of 11 consecutive hours in each 24 hour period.	0	RULE: OK
3. Starting each Monday, either: • a 35 hour continuous rest period in 7 days • a 59 hour continuous rest period in 14 days • two 35 hour continuous rest periods in 14 days	0	RULE: OK