

Cover page	
Meeting	Trust Board Meeting
Paper Title	Guardian of Safe Working Quarterly Report for Shrewsbury and Telford Hospital NHS Trust and Shropshire Community Health NHS Trust
Date of meeting	Monday 4 April 2019
Date paper was written	Wednesday 6 February 2019; reviewed on 27 March 2019
Responsible Director	Dr Edwin Borman
Author	Dr Bridget Barrowclough
Executive Summary	
<p>Dr Bridget Barrowclough was appointed the Guardian of Safe Working Hours (GoSW) for Shrewsbury and Telford NHS Trust (SaTH) in August 2016. The role should provide the Board with the assurance that doctors in training receive, and work to, work schedules that comply with the new safe limits for hours and rest under the Terms and Conditions of the Junior Doctor Contract 2016, ensuring doctor and patient safety.</p> <p>Junior Doctors use the process of Exception Reporting to report variations from their work schedule with respect to hours, rest and service commitments. There is no other monitoring of hours and it is unknown whether rotas remain compliant once the doctors are in post unless reported otherwise.</p> <p>The GoSW has oversight of all Exception Reports and escalates concerns to the appropriate Clinical Director and Medical Director. The GoSW reports to the Board and Local Negotiating Committee quarterly.</p> <p>This report contains details of the Exception Reports by department, grade and type with outcomes reached for the past quarter – 1 November 2018 to 31 January 2019 – together with activities and issues arising during the reporting cycle.</p> <ul style="list-style-type: none"> • 43 episodes were cited in 22 reports with 83 hours compensated by either time off in lieu (TOIL) or financial reimbursement. • The impact of the doctors receiving TOIL on remaining staff is unknown but it is generally agreed that, where this causes concern, financial reimbursement is made • There are reports of staffing levels being compromised by inconsistencies in the approval process for annual and study leave. The current system is not standardised and is managed by a paper method. The software programme E-leave would enable oversight of all doctors leave (annual, sick, study and professional) and would provide visibility of all rotas throughout the Trust in order to maintain safe levels of Junior staff at all times. • Concerns regarding the on cover weekend shift in Surgery have not been resolved to date. The department continues to work towards extending the registrar shift beyond 1 pm to 5 pm. There are continued reports of high work intensity on this shift and also on the medicine weekend cover shift at PRH. The GoSW has been informed that Medical Assistants are soon to be introduced in medicine to ease the workload. <p>Actions for approval arising from previous report to Workforce Committee Meeting Allocation of additional hours to GoSW (see main paper)</p>	

The Board is asked to read and consider the report.

Recommendations

N/A

Previously
considered by

This report has been previously considered by the Workforce Committee which was held on Monday 18 February 2019.

The Board is asked to:

☒ Approve

☐ Receive

☐ Note

☐ Take Assurance

To formally receive and discuss a report and approve its recommendations or a particular course of action

To discuss, in depth, noting the implications for the Board or Trust without formally approving it

For the intelligence of the Board without in-depth discussion required

To assure the Board that effective systems of control are in place

Link to CQC domain:				
<input checked="" type="checkbox"/> Safe	<input checked="" type="checkbox"/> Effective	<input checked="" type="checkbox"/> Caring	<input checked="" type="checkbox"/> Responsive	<input checked="" type="checkbox"/> Well-led

Link to strategic objective(s)	<p>Select the strategic objective which this paper supports</p> <p><input type="checkbox"/> PATIENT AND FAMILY Listening to and working with our patients and families to improve healthcare</p> <p><input checked="" type="checkbox"/> SAFEST AND KINDEST Our patients and staff will tell us they feel safe and received kind care</p> <p><input type="checkbox"/> HEALTHIEST HALF MILLION Working with our partners to promote 'Healthy Choices' for all our communities</p> <p><input type="checkbox"/> LEADERSHIP Innovative and Inspiration Leadership to deliver our ambitions</p> <p><input type="checkbox"/> OUR PEOPLE Creating a great place to work</p>
	<p>Link to Board Assurance Framework risk(s)</p> <p>RR1134, RR1369, RR561, RR668, RR859 and RR423</p>

Equality Impact Assessment	<p><input checked="" type="radio"/> Stage 1 only (no negative impact identified)</p> <p><input type="radio"/> Stage 2 recommended (negative impact identified and equality impact assessment attached for Board approval)</p>
Freedom of Information Act (2000) status	<p><input checked="" type="radio"/> This document is for full publication</p> <p><input type="radio"/> This document includes FOIA exempt information</p> <p><input type="radio"/> This whole document is exempt under the FOIA</p>
Financial assessment	N/A

THE SHREWSBURY AND TELFORD HOSPITAL NHS TRUST

Guardian of Safe Working Quarterly Report for the Shrewsbury and Telford NHS Trust (SaTH) and the Shropshire Community Health NHS Trust

1 November 2018– 31 January 2019

Background

The 2016 Terms and Conditions of Service for Doctors and Dentists in Training in England have been implemented in the Trust in accordance with the nationally agreed timelines. Dr Bridget Barrowclough was appointed to the role of Guardian of Safe Working Hours (GoSWH) in Shrewsbury and Telford Hospital NHS Trust (SaTH) in August 2016.

The Guardian of Safe Working Hours abbreviated to Guardian of Safe Working (GoSW) continues to strive to reassure the Board that trainee doctors in SaTH receive rotas that are compliant with the new safe limits on hours, rest (TCS Schedule 03,04,05), and work within these limits in order to maintain doctor and patient safety.

High level data

• Number of doctors / dentists in training	205
• Number of doctors / dentists in training on 2016 TCS	205
• Number of GP Trainees hosted by the Trust	24
• Job plan for Guardian (PA/week)	1 (4 hours)
• Exception reports	43 reports *
• Total Hours Compensated	68 hours

Recommendations

- To increase time allocated to Guardian from 1 to 2 PAs (increase of 4 hours per week)
 - This has been increased to 6 hours per week (Directors note)
- To request investment in a software system that provides visibility of all rotas throughout the Trust in order to maintain safe levels of Junior staff at all times.

Exception Reports

There were * 43 episodes cited in 22 Exception Reports during the reporting period by SaTH Junior doctors. Previously the GoSW has only reported the numbers of exception reports. These might have included several episodes in each report which should have been individually recognised. In future and in line with the practise of other Guardians all episodes will be reported to the Board.

It was noted that no Exception reports within this period were submitted by junior doctors working under the Shropshire Community Health NHS Trust.

Generally the compliance with the exception reporting process is satisfactory with most reports being addressed within the 7 day window. Compliance has been improved by the introduction of a GoSW Administrator.

Four reports remain open as a result of a failure of the Supervisor to file a report on the system. A further four are pending a level one review which will not be possible as the trainee has since moved into General Practice. Neither of these reports were completed within 7 days. The policy in this Trust is for these to remain open until the trainee has agreed the outcome. I understand the software system Allocate are working towards updating the functionality of the system in coming months enabling the GoSW to close the report once the GoSW is satisfied the issue has been resolved.

Rota	Reported as immediate safety concern	Grade	Nature of the report	Outcome	Action	Time to address- within 7 days	Status
Surgery	Yes	FY1	Service commitment Sickness – under staffing	**Supervisor advises increase in junior staffing on colorectal firms Long-term – For workforce planning	In short term TOIL	Addressed within 24hrs as per TCS contract	Waiting dr sign off
Surgery	No	FY1	Service commitment Workload intensity 2 episodes	** see above	TOIL	Y	Waiting dr sign off
Surgery	No	FY1	Hours – inadequate middle grade staffing levels. Worked over hours.	TOIL	Agreed 1 day compensation	Y	Waiting dr sign off
Surgery	No	FY1	Hours 8 episodes	NFA	Working pattern discussed	Y	Closed
Surgery	No	FY1	Hours 3 episodes	NFA	Internal discussion-as above	Y	Closed

Surgery	No	JNR	Hours Incorrect rota issued –drs worked over on zero day shifts.	TOIL -1.5 DAYS	Rota amended – no future issue identified	Y	Closed
Surgery	No	JNR	Hours Incorrect rota issued-trainee worked over	TOIL granted – 5 DAYS	Rota amended and reissues		Closed
Medicine	No	JNR	Service Commitment and Hours -staffing shortage 4 reports	Pending	Recommendati on for level one work review – not completed	>7 days	Open – Trainee left has rotated to general practice
Surgery	No	FY1	Service Commitment Trainee left unsupported due to rota switch not back filled with additional sickness	To form a strategy to prevent reoccurrence.	Agreed	Y	
Medicine	No	FY1	Service Commitment and Hours Cover issue- attempts to find locum unsuccessful-no SHO-additional sickness-trainee covered all shifts alone		Agreement for financial reimbursement	<7 days	Closed
Orthopaedics	No	SNR	Hours – 1 hour handover not recognised on work schedule- work schedule review and agreement to back pay hours worked in interim 4 reports	Pay	Agreement for financial reimbursement	Dr on holiday	Pending
A and E	No		Hours Missed rest 3 drs with agreed annual leave leaving trainee with increased workload	Discussion	Agreed to monitor		Closed

Fines

No fines have been levied in this reporting period.

Locum bookings and unfilled shifts

Data on locum bookings are detailed in the appendices.

Please note – this report includes data for October, November and December 2018. Medical staffing will provide the GoSW with the data for January after 15 February 2019 – this information will be included in the next report.

NHS Employers have previously suggested that the Board receive data in the reporting by Trainees of exceptions to their work schedules (rostered hours and rest), and that this, together with data on locum usage and unfilled rota gaps might help the GoSW determine whether the Trust is adhering to the contractual obligation to ensure Trainees work within their contracted hours.

The GoSW is also aware that the Care Quality Commission may request this information at any time.

In view of the low number of Exception Reports in the Trust, the GoSW is unable to comment on any relationship between rota gaps, locum bookings and whether doctors are working unsafe hours.

The GoSW would appreciate the Board advising whether they wish to receive this data from this source.

Locum work carried out by Trainees

Locum work carried out by Trainees in this reporting period is attached in the appendices.

It is evident in the reporting period that some Trainees have worked in excess of the 48 hours average safe working limit. However it appears that some of these instances could have been avoided by the doctor formally opting out of this limit, and agreeing to the alternative limit of 56 hours.

The GoSW asks the Board to recognise that this could be addressed at the induction meetings held for Trainee doctors.

The GoSW would recommend that medical staffing ensure that opting out is discussed and recorded at induction.

Vacancies

An overview of vacancies in this reporting period is shown in the appendices.

Key Activities and Issues Arising

1. Engagement with Junior Doctors

Junior Doctor Forums (JDF) have been held to address Trainees' concerns with the TCS of the new contract with regards to Exception Reporting.

In the past quarter 205 Trainees have been invited to the two forums held in October and January 2019.

Low attendance should be noted and there were few apologies received. However, those present used the platform to raise actionable concerns.

****Concerns were raised in the September 2018 Forum regarding surgical weekend cover shift and surgical workload for trainees. This was presented to the Workforce Committee in November 2018. A meeting held with the Clinical Director confirmed plans to extend the weekend cover shift. Further feedback will follow Surgical Clinical Governance Meeting being held Friday 8th February 2019.**

*****In the past forums have raised concerns regarding staffing levels at times. The GoSW is aware that inconsistencies in the approval of annual and study leave has in the past led to numbers of staff on leave at peak times. The current system is not standardised and is managed through a paper method. There are reports of delays in the approval system due to mislaid reports. There needs to be a standard approach to leave approval where agreed rules can be reviewed in line with current service requirements and rota rules. The software system E-Leave (Allocate) would provide assurance and visibility within specialities. This system would enable an oversight of all doctors with regards to their annual leave, study leave, sick leave and professional leave.**

A further software system E-Roster can provide an ability to create complex rotas to meet the needs of each speciality. The GoSW is advised that E-Roster can provide

- Better visibility of those who are working and where the rota gaps are.
- An ability to manage Locum and Agency requests.
- Tracking of Working Time Directives.
- Assist in payroll processing – payment of premium rate activity and locum timesheets.
- Assurance that shift swaps/changes remain compliant with the safe working hours as per TCS Junior doctor contract.

The GoSW feels that this is a Patient Safety Concern and it is of paramount importance that all rotas are visible at all times to ensure safe staffing levels.

Feedback from the JDFs have been circulated to all Trainees. The GoSW used this communication as an opportunity to remind the Trainees of the Exception Reporting process, and to reassure the Trainees of the Trust's endorsement of the process.

******It is hoped that the informal Drop in Sessions being planned throughout the year will help improve engagement.**

2. Meeting with West Midlands GMC January 2019

The GoSW attended a meeting with the West Midlands GMC Liaison officers regarding raising concerns. Since then a collaborative event with the Freedom to Speak Up Guardian has been organised and will be supported by the Freedom to Speak Up Champions for Junior doctors. The event has been sponsored by the BMA. All Junior Doctors have been invited to attend to informally discuss any concerns they have regarding the exception reporting process and raising concerns. Further events will be held throughout the year across both sites.

Further to a recommendation from the Workforce Committee the GoSW and Freedom to Speak Up Guardian will continue to support each other to encourage Junior Doctors to raise concerns.

3. The Guardian of Safe Working Hours Regional Meeting – 31st January 2019

The GoSW attended the above.

The challenges recognised within the region were:

- Trainee engagement
- Technical challenges with the Exception Reporting process
- Time allocation for the GoSW – see recommendation paper
- Low reporting figures compared to other regions

The GoSW is aware that the Junior Doctor Contract review may review the role of the GoSW. Details of this review will be released in October 2019.

Actions and Recommendations - since last report

Action	Update
Regarding cover-shift weekend surgery	**Deputy Medical Director, DME and Guardian met with the Clinical Director
Discussion regarding E-Leave and E-Rostering	***For Workforce Committee consideration
Liaison with the Freedom to Speak up Guardians	****See note above
GoSWH Survey	This will take place 1 st March 2019
The Local Negotiating Committee (LNC) have requested the inclusion of Trust Grade doctors in the Exception Reporting process.	***** see notes below

*****The Local Negotiating Committee (LNC) have requested the inclusion of Trust Grade doctors in the Exception Reporting process. This suggestion is support by the Medical Director. This will require the GoSW identifying and training supervisors to oversee the reports from this group of doctors. The inclusion of all Junior Doctor Grades in this process will demonstrate the Trust's commitment to safe working. To date the GoSW has been unable to identify Supervisors allocated to Trust grade doctors.

Actions to be continued

Action	Update
To understand how unfilled shifts are covered with departments	No action to report
Key meeting attendance – Regional Guardian meeting	Action completed – please see the summary report in the text of this report
To work with the Workforce Directorate to ensure that relevant data is collected and analysed to enable the GoSW to present a full overview of issues pertinent to Trainees' safe working hours	Administrator now collects this information. Work is ongoing to understand how this data can be interpreted in the absence of Exception Reports. No contact has been made with Workforce due to limitations on time.
To liaise with FY1,FY2, Junior LNC and other trainee representatives to establish regular feedback for discussion at the Junior Doctor Forum	Action completed
To attend quarterly Workforce Committee and LNC meetings	Action completed
To continue regular meetings with the Medical Director and Medical Staffing	Infrequent meetings held since last report due to conflicting commitments of all parties
To continue to lobby for additional hours for the GoSW.	GoSW requests formal approval by Workforce Committee/Board

Further Issues for Consideration

GoSW – working hours

Following the Workforce Committee meeting on 15 October 2018 the GoSW was advised that the role would be benchmarked against other Trusts by the Work Force Committee. Since that time the GoSW has been asked to provide that information to the committee. The following was reported in the previous report

The GoSW is aware that the range of time allocated to the role across England is generally between 1 and 2 PAs. The GoSW understands that a Trust in the north of England has combined the role of GoSW with the Freedom to Speak Up Guardian. This position is a full time post with additional support.

The GoSW requests additional time is allocated for this role. The GoSW would ask that this be considered to allow adequate protected time during working hours, to attend the necessary meetings and complete the administration required for the role outside time allocated to clinical commitments. An additional PA would allow this flexibility. The GoSW would ask for 6 month trial of this arrangement.

At a recent regional GoSW event discussions were held within the group as to the time allocated to the role. Those present received 1 PA. The Guardians are aware that the North East regional Guardians generally receive 2 PAs. The Board are asked to review the recommendation from NHS Employers - “one would expect the time allocation be the same as that allocated to a departmental head of service or clinical director” – dated October 2016

Conclusion

The GoSW will continue to work engage Junior Doctors and Senior Colleagues in the Exception Reporting process to help ensure that Junior Doctors work within safe working hours.

The GoSW ask that the Board consider this report and its recommendations.

**Appendices
for
The Guardian of Safe working Quarterly Report for the Shrewsbury and
Telford NHS Trust (SaTH)
and
The Shropshire Community Health NHS Trust
Q3: 01 November 2018– 31 January 2019**

Contents

Report	Appendix	Page(s)
Locum Bookings (Bank) by Department	1	1-3
Locum Bookings (Bank) by Grade	2	4-8
Locum Bookings (Bank) by Reason	3	9-13
Locum Bookings (Agency) by Department	4	14-16
Locum Bookings (Agency) by Grade	5	17-21
Locum Bookings (Agency) by Reason	6	22-26
Locum Work by Trainees	7	27-30
Vacancies – November 2018	8	31
Vacancies - December 2018	9	32
Vacancies – January 2019	10	33

Appendix 1

Locum Bookings (Bank) by Department					
Speciality	Number of Shifts Requested	Number of Shifts Worked	Number of Shifts Given to Agency	Number of Hours Requested	Number of Hours Worked
A&E	185	129	0	1751	1143.5
Jan	6	0	0	48	0
Oct	81	58	0	752	527
Nov	70	51	0	659.5	439.5
Dec	28	20	0	291.5	177
Acute Physicians (Juniors)	200	155	0	1628.5	1230.83
Jan	25	0	0	205	0
Oct	51	51	0	399	392.92
Nov	80	77	0	663.5	624.99
Dec	44	27	0	361	212.92
Acute Physicians (Senior)	83	69	0	499	420
Jan	2	0	0	8.5	0
Oct	30	26	0	223.5	197
Nov	31	29	0	156.5	139.5
Dec	20	14	0	110.5	83.5
Anaesthetics	53	39	0	797	579.5
Jan	11	0	0	165.5	0
Oct	20	18	0	279.5	245.5
Nov	19	19	0	296	294
Dec	3	2	0	56	40
Cardiology	28	24	0	232	189.41
Oct	14	12	0	120	93.91
Nov	14	12	0	112	95.5
Care of the Elderly	43	35	0	339.5	274.5
Jan	1	0	0	4.5	0
Oct	24	20	0	202	162
Nov	10	8	0	72	56
Dec	8	7	0	61	56.5
Colorectal Surgery	6	5	0	75	62
Jan	1	0	0	12.5	0
Nov	4	4	0	50	50
Dec	1	1	0	12.5	12
Diabetes & Endocrinology	10	8	0	67	59
Jan	2	0	0	7.5	0
Oct	4	4	0	34	33.5
Nov	2	2	0	16.5	16.5

Dec	2	2	0	9	9
Ears Nose & Throat	60	52	0	658	481.5
Jan	2	0	0	30	0
Oct	31	28	0	284	261
Nov	20	17	0	283	159.5
Dec	7	7	0	61	61
Gastroenterology Consultants	129	121	0	1284	1196
Oct	44	42	0	416	400
Nov	45	44	0	444	440
Dec	40	35	0	424	356
Neonatal	9	7	0	168	137
Oct	4	3	0	101.5	86.5
Nov	1	1	0	12.5	12.5
Dec	4	3	0	54	38
Obstetrics & Gynaecology	16	15	0	172.5	167.5
Oct	9	9	0	99.5	99.5
Nov	2	1	0	10	5
Dec	5	5	0	63	63
Oncology	3	1	0	45	13
Nov	3	1	0	45	13
Ophthalmology	17	17	0	350	350
Nov	10	10	0	34.5	34.5
Dec	7	7	0	315.5	315.5
Oral&Maxillofacial Surg	62	52	0	889.5	603.5
Jan	8	0	0	171	0
Oct	31	31	0	342	342
Nov	16	14	0	228	173
Dec	7	7	0	148.5	88.5
Paediatrics	49	31	0	516	324
Jan	4	0	0	48	0
Oct	30	18	0	323.5	196
Nov	4	4	0	52	52
Dec	11	9	0	92.5	76
Radiology	97	43	0	767.5	370.5
Jan	21	0	0	160	0
Oct	23	12	0	176.5	99.5
Nov	23	16	0	184.5	133.5
Dec	30	15	0	246.5	137.5
Respiratory	5	5	0	33.25	33.25
Oct	2	2	0	17.25	17.25
Nov	3	3	0	16	16
Trauma & Orthopaedics	116	115	0	1205.5	1187.58
Oct	46	46	0	440.5	443.33

Nov	46	45	0	471.5	472.76
Dec	24	24	0	293.5	271.49
Upper Gi Surgery	7	5	0	78.5	61
Jan	1	0	0	8	0
Oct	3	3	0	24	24.5
Dec	3	2	0	46.5	36.5
Haematology	1	1	0	16	16
Dec	1	1	0	16	16
Neurology	1	0	0	20	0
Nov	1	0	0	20	0
Nephrology	1	1	0	4.5	4.5
Nov	1	1	0	4.5	4.5
Grand Total	1181	930	0	11597.25	8904.07

Appendix 2

Locum Bookings (Bank) by Grade					
Speciality	Number of Shifts Requested	Number of Shifts Worked	Number of Shifts Given to Agency	Number of Hours Requested	Number of Hours Worked
A&E	185	129	0	1751	1143.5
Associate Specialist	45	34	0	401	273
Jan	4	0	0	32	0
Oct	16	16	0	128	128
Nov	13	13	0	104	104
Dec	12	5	0	137	41
Consultant	75	35	0	828.5	391.5
Jan	1	0	0	8	0
Oct	32	13	0	374.5	175.5
Nov	34	15	0	366	152
Dec	8	7	0	80	64
FY 2	3	2	0	34.5	24.5
Jan	1	0	0	8	0
Dec	2	2	0	26.5	24.5
ST 1&2	62	58	0	487	454.5
Oct	33	29	0	249.5	223.5
Nov	23	23	0	189.5	183.5
Dec	6	6	0	48	47.5
Acute Physicians (Juniors)	200	155	0	1628.5	1230.83
Consultant	1	1	0	17	17
Nov	1	1	0	17	17
FY 1	11	9	0	70.5	54.5
Jan	2	0	0	17	0
Oct	6	6	0	37.5	38.5
Nov	3	3	0	16	16
FY 2	1	0	0	8	0
Jan	1	0	0	8	0
ST 1&2	187	145	0	1533	1159.33
Jan	22	0	0	180	0
Oct	45	45	0	361.5	354.42
Nov	76	73	0	630.5	591.99
Dec	44	27	0	361	212.92
Acute Physicians (Senior)	83	69	0	499	420
Consultant	83	69	0	499	420
Jan	2	0	0	8.5	0
Oct	30	26	0	223.5	197
Nov	31	29	0	156.5	139.5
Dec	20	14	0	110.5	83.5
Anaesthetics	53	39	0	797	579.5

Consultant	46	32	0	728.5	511
Jan	11	0	0	165.5	0
Oct	17	15	0	252	218
Nov	15	15	0	255	253
Dec	3	2	0	56	40
ST 1&2	7	7	0	68.5	68.5
Oct	3	3	0	27.5	27.5
Nov	4	4	0	41	41
Cardiology	28	24	0	232	189.41
Consultant	1	0	0	16	0
Oct	1	0	0	16	0
ST 1&2	27	24	0	216	189.41
Oct	13	12	0	104	93.91
Nov	14	12	0	112	95.5
Care of the Elderly	43	35	0	339.5	274.5
Consultant	14	12	0	82	73.5
Jan	1	0	0	4.5	0
Oct	6	6	0	37	37
Nov	2	2	0	8	8
Dec	5	4	0	32.5	28.5
FY 1	2	2	0	18	17.5
Oct	1	1	0	5.5	5.5
Dec	1	1	0	12.5	12
ST 1&2	27	21	0	239.5	183.5
Oct	17	13	0	159.5	119.5
Nov	8	6	0	64	48
Dec	2	2	0	16	16
Colorectal Surgery	6	5	0	75	62
FY 1	1	0	0	12.5	0
Jan	1	0	0	12.5	0
FY 2	1	1	0	12.5	12
Dec	1	1	0	12.5	12
ST 1&2	4	4	0	50	50
Nov	4	4	0	50	50
Diabetes & Endocrinology	10	8	0	67	59
Consultant	5	3	0	20.5	13
Jan	2	0	0	7.5	0
Nov	1	1	0	4	4
Dec	2	2	0	9	9
FY 1	4	4	0	42	41.5
Oct	3	3	0	29.5	29
Nov	1	1	0	12.5	12.5
ST 1&2	1	1	0	4.5	4.5
Oct	1	1	0	4.5	4.5

Ears Nose & Throat	60	52	0	658	481.5
Consultant	4	0	0	141	0
Jan	2	0	0	30	0
Nov	2	0	0	111	0
ST 1&2	56	52	0	517	481.5
Oct	31	28	0	284	261
Nov	18	17	0	172	159.5
Dec	7	7	0	61	61
Gastroenterology Consultants	129	121	0	1284	1196
Consultant	129	121	0	1284	1196
Oct	44	42	0	416	400
Nov	45	44	0	444	440
Dec	40	35	0	424	356
Neonatal	9	7	0	168	137
Consultant	7	5	0	147.5	116.5
Oct	3	2	0	93.5	78.5
Dec	4	3	0	54	38
ST 1&2	2	2	0	20.5	20.5
Oct	1	1	0	8	8
Nov	1	1	0	12.5	12.5
Obstetrics & Gynaecology	16	15	0	172.5	167.5
Consultant	7	7	0	93	93
Oct	2	2	0	30	30
Dec	5	5	0	63	63
FY 1	2	1	0	14	9
Oct	1	1	0	9	9
Nov	1	0	0	5	0
ST 1&2	7	7	0	65.5	65.5
Oct	6	6	0	60.5	60.5
Nov	1	1	0	5	5
Oncology	3	1	0	45	13
Consultant	3	1	0	45	13
Nov	3	1	0	45	13
Ophthalmology	17	17	0	350	350
Associate Specialist	15	15	0	53	53
Nov	10	10	0	34.5	34.5
Dec	5	5	0	18.5	18.5
Consultant	2	2	0	297	297
Dec	2	2	0	297	297
Oral&Maxillofacial Surg	62	52	0	889.5	603.5
Consultant	4	4	0	60	60
Nov	4	4	0	60	60
ST 1&2	58	48	0	829.5	543.5

Jan	8	0	0	171	0
Oct	31	31	0	342	342
Nov	12	10	0	168	113
Dec	7	7	0	148.5	88.5
Paediatrics	49	31	0	516	324
Consultant	47	29	0	498.5	307.5
Jan	4	0	0	48	0
Oct	28	16	0	306	179.5
Nov	4	4	0	52	52
Dec	11	9	0	92.5	76
FY 2	1	1	0	12.5	11.5
Oct	1	1	0	12.5	11.5
ST 1&2	1	1	0	5	5
Oct	1	1	0	5	5
Radiology	97	43	0	767.5	370.5
Consultant	97	43	0	767.5	370.5
Jan	21	0	0	160	0
Oct	23	12	0	176.5	99.5
Nov	23	16	0	184.5	133.5
Dec	30	15	0	246.5	137.5
Respiratory	5	5	0	33.25	33.25
Consultant	4	4	0	20.75	20.75
Oct	1	1	0	4.75	4.75
Nov	3	3	0	16	16
FY 1	1	1	0	12.5	12.5
Oct	1	1	0	12.5	12.5
Trauma & Orthopaedics	116	115	0	1205.5	1187.58
Consultant	52	51	0	498	472.49
Oct	20	20	0	182.5	182.5
Nov	20	19	0	178.5	175
Dec	12	12	0	137	114.99
ST 1&2	64	64	0	707.5	715.09
Oct	26	26	0	258	260.83
Nov	26	26	0	293	297.76
Dec	12	12	0	156.5	156.5
Upper Gi Surgery	7	5	0	78.5	61
Consultant	1	1	0	33	33
Dec	1	1	0	33	33
FY 1	6	4	0	45.5	28
Jan	1	0	0	8	0
Oct	3	3	0	24	24.5
Dec	2	1	0	13.5	3.5
Haematology	1	1	0	16	16
Consultant	1	1	0	16	16
Dec	1	1	0	16	16

Neurology	1	0	0	20	0
Consultant	1	0	0	20	0
Nov	1	0	0	20	0
Nephrology	1	1	0	4.5	4.5
ST 1&2	1	1	0	4.5	4.5
Nov	1	1	0	4.5	4.5
Grand Total	1181	930	0	11597.25	8904.07

Appendix 3

Locum Booking (Bank) by Reason					
Speciality	Number of Shifts Requested	Number of Shifts Worked	Number of Shifts Given to Agency	Number of Hours Requested	Number of Hours Worked
A&E	185	129	0	1751	1143.5
Extra Cover	56	44	0	458.5	359
Jan	5	0	0	40	0
Oct	27	24	0	216	191
Nov	13	13	0	104	104
Dec	11	7	0	98.5	64
Sickness	27	27	0	214.5	215.5
Oct	13	13	0	101	103
Nov	10	10	0	81.5	80.5
Dec	4	4	0	32	32
Study Leave	2	2	0	16	16
Oct	2	2	0	16	16
Vacancy (Recruitment difficulties)	100	56	0	1062	553
Jan	1	0	0	8	0
Oct	39	19	0	419	217
Nov	47	28	0	474	255
Dec	13	9	0	161	81
Acute Physicians (Juniors)	200	155	0	1628.5	1230.83
Sickness	3	1	0	34	17
Jan	2	0	0	17	0
Nov	1	1	0	17	17
Vacancy (Recruitment difficulties)	80	78	0	664	624.66
Oct	47	47	0	374	367.92
Nov	30	30	0	257	248.74
Dec	3	1	0	33	8
Winter Pressure	117	76	0	930.5	589.17
Jan	23	0	0	188	0
Oct	4	4	0	25	25
Nov	49	46	0	389.5	359.25
Dec	41	26	0	328	204.92
Acute Physicians (Senior)	83	69	0	499	420
Extra Cover	6	6	0	27	27
Oct	6	6	0	27	27
Sickness	55	45	0	349	286
Jan	1	0	0	4.5	0

Oct	19	16	0	168.5	146
Nov	18	17	0	80.5	67.5
Dec	17	12	0	95.5	72.5
Vacancy (Recruitment difficulties)	20	16	0	115	99
Jan	1	0	0	4	0
Oct	5	4	0	28	24
Nov	11	10	0	68	64
Dec	3	2	0	15	11
Winter Pressure	2	2	0	8	8
Nov	2	2	0	8	8
Anaesthetics	53	39	0	797	579.5
Sickness	1	1	0	16	15
Oct	1	1	0	16	15
Vacancy (Recruitment difficulties)	52	38	0	781	564.5
Jan	11	0	0	165.5	0
Oct	19	17	0	263.5	230.5
Nov	19	19	0	296	294
Dec	3	2	0	56	40
Cardiology	28	24	0	232	189.41
Vacancy (Recruitment difficulties)	28	24	0	232	189.41
Oct	14	12	0	120	93.91
Nov	14	12	0	112	95.5
Care of the Elderly	43	35	0	339.5	274.5
Sickness	9	8	0	49	44.5
Jan	1	0	0	4.5	0
Oct	2	2	0	8	8
Nov	2	2	0	8	8
Dec	4	4	0	28.5	28.5
Vacancy (Recruitment difficulties)	33	27	0	286.5	230
Oct	22	18	0	194	154
Nov	8	6	0	64	48
Dec	3	3	0	28.5	28
Winter Pressure	1	0	0	4	0
Dec	1	0	0	4	0
Colorectal Surgery	6	5	0	75	62
Sickness	2	1	0	25	12
Jan	1	0	0	12.5	0
Dec	1	1	0	12.5	12
Vacancy (Recruitment difficulties)	4	4	0	50	50
Nov	4	4	0	50	50

Diabetes & Endocrinology	10	8	0	67	59
Sickness	5	3	0	20.5	13
Jan	2	0	0	7.5	0
Nov	1	1	0	4	4
Dec	2	2	0	9	9
Vacancy (Recruitment difficulties)	5	5	0	46.5	46
Oct	4	4	0	34	33.5
Nov	1	1	0	12.5	12.5
Ears Nose & Throat	60	52	0	658	481.5
Sickness	12	8	0	233	91
Jan	2	0	0	30	0
Oct	2	2	0	26	25
Nov	6	4	0	156	45
Dec	2	2	0	21	21
Vacancy (Recruitment difficulties)	48	44	0	425	390.5
Oct	29	26	0	258	236
Nov	14	13	0	127	114.5
Dec	5	5	0	40	40
Gastroenterology Consultants	129	121	0	1284	1196
Vacancy (Recruitment difficulties)	129	121	0	1284	1196
Oct	44	42	0	416	400
Nov	45	44	0	444	440
Dec	40	35	0	424	356
Neonatal	9	7	0	168	137
Sickness	7	5	0	147.5	116.5
Oct	3	2	0	93.5	78.5
Dec	4	3	0	54	38
Vacancy (Recruitment difficulties)	2	2	0	20.5	20.5
Oct	1	1	0	8	8
Nov	1	1	0	12.5	12.5
Obstetrics & Gynaecology	16	15	0	172.5	167.5
Sickness	7	7	0	93	93
Oct	2	2	0	30	30
Dec	5	5	0	63	63
Vacancy (Recruitment difficulties)	9	8	0	79.5	74.5
Oct	7	7	0	69.5	69.5
Nov	2	1	0	10	5
Oncology	3	1	0	45	13

Sickness	3	1	0	45	13
Nov	3	1	0	45	13
Ophthalmology	17	17	0	350	350
Sickness	17	17	0	350	350
Nov	10	10	0	34.5	34.5
Dec	7	7	0	315.5	315.5
Oral&Maxillofacial Surg	62	52	0	889.5	603.5
Sickness	4	4	0	60	60
Nov	4	4	0	60	60
Vacancy (Recruitment difficulties)	58	48	0	829.5	543.5
Jan	8	0	0	171	0
Oct	31	31	0	342	342
Nov	12	10	0	168	113
Dec	7	7	0	148.5	88.5
Paediatrics	49	31	0	516	324
On Call	2	2	0	12	12
Oct	2	2	0	12	12
Sickness	44	27	0	478.5	295.5
Jan	4	0	0	48	0
Oct	25	14	0	286	167.5
Nov	4	4	0	52	52
Dec	11	9	0	92.5	76
Vacancy (Recruitment difficulties)	3	2	0	25.5	16.5
Oct	3	2	0	25.5	16.5
Radiology	97	43	0	767.5	370.5
Sickness	3	0	0	30	0
Jan	2	0	0	15	0
Dec	1	0	0	15	0
Vacancy (Recruitment difficulties)	94	43	0	737.5	370.5
Jan	19	0	0	145	0
Oct	23	12	0	176.5	99.5
Nov	23	16	0	184.5	133.5
Dec	29	15	0	231.5	137.5
Respiratory	5	5	0	33.25	33.25
Sickness	5	5	0	33.25	33.25
Oct	2	2	0	17.25	17.25
Nov	3	3	0	16	16
Trauma & Orthopaedics	116	115	0	1205.5	1187.58
Extra Cover	51	51	0	494	472.49
Oct	20	20	0	182.5	182.5
Nov	19	19	0	174.5	175
Dec	12	12	0	137	114.99

Sickness	1	0	0	4	0
Nov	1	0	0	4	0
Vacancy (Recruitment difficulties)	64	64	0	707.5	715.09
Oct	26	26	0	258	260.83
Nov	26	26	0	293	297.76
Dec	12	12	0	156.5	156.5
Upper Gi Surgery	7	5	0	78.5	61
Sickness	6	4	0	45.5	28
Jan	1	0	0	8	0
Oct	3	3	0	24	24.5
Dec	2	1	0	13.5	3.5
Vacancy (Recruitment difficulties)	1	1	0	33	33
Dec	1	1	0	33	33
Haematology	1	1	0	16	16
Sickness	1	1	0	16	16
Dec	1	1	0	16	16
Neurology	1	0	0	20	0
Sickness	1	0	0	20	0
Nov	1	0	0	20	0
Nephrology	1	1	0	4.5	4.5
Sickness	1	1	0	4.5	4.5
Nov	1	1	0	4.5	4.5
Grand Total	1181	930	0	11597.25	8904.07

Appendix 4

Locum Bookings (Agency) by Department				
Speciality	Number of Shifts Requested	Number of Shifts Worked	Number of Hours Requested	Number of Hours Worked
A&E	412	275	3552.75	2464
Jan	117	23	989	198.75
Oct	97	90	832.75	774
Nov	91	82	773	725.5
Dec	107	80	958	765.75
Acute Physicians (Juniors)	55	18	453.5	147.34
Jan	42	8	336	57.51
Oct	3	3	37.5	37
Dec	10	7	80	52.83
Acute Physicians (Senior)	99	65	792	557
Jan	36	3	288	26
Oct	21	21	168	186
Nov	19	19	152	166
Dec	23	22	184	179
Anaesthetics	35	15	280	140.5
Oct	23	15	184	140.5
Nov	12	0	96	0
Breast Surgery	138	115	1184	863
Jan	23	5	207	39
Oct	36	36	308	272.25
Nov	38	38	320	291
Dec	41	36	349	260.75
Cardiology	86	59	688	472
Jan	22	0	176	0
Oct	23	23	184	184
Nov	21	21	168	168
Dec	20	15	160	120
Care of the Elderly	172	134	1470.5	1136
Jan	50	18	418	144
Oct	42	42	363	356
Nov	44	42	383.5	362.5
Dec	36	32	306	273.5
Colorectal Surgery	143	115	1405	1135.5
Jan	41	15	404	143
Oct	36	36	345	347
Nov	26	26	247	250
Dec	40	38	409	395.5
Dermatology	43	43	344	448

Oct	18	18	144	182
Nov	18	18	144	194
Dec	7	7	56	72
Diabetes & Endocrinology	122	85	1088.5	767.92
Jan	42	11	358.5	101.75
Oct	23	23	220	212.75
Nov	20	20	191.5	189
Dec	37	31	318.5	264.42
Gastro Juniors	104	64	832	430.75
Jan	46	13	368	31.25
Oct	19	19	152	148.5
Nov	18	18	144	142
Dec	21	14	168	109
Gastroenterology	106	103	852.5	864.58
Oct	46	46	372.5	394
Nov	39	39	312	323.08
Dec	21	18	168	147.5
Neonatal	23	16	445	322.5
Jan	10	4	192	80
Nov	2	2	56	56
Dec	11	10	197	186.5
Nephrology	101	81	808	649.39
Jan	23	7	184	57.56
Oct	35	35	280	279.79
Nov	22	22	176	176.26
Dec	21	17	168	135.78
Obstetrics & Gynaecology	92	69	953.25	661.31
Jan	37	17	402.25	143.08
Oct	7	7	75	71.5
Nov	15	15	161.5	157.35
Dec	33	30	314.5	289.38
Oncology	84	68	725.5	588.84
Jan	22	8	176	64
Oct	20	20	178	172.67
Nov	22	21	207	195.42
Dec	20	19	164.5	156.75
Oral&Maxillofacial Surg	36	24	392.5	268
Jan	4	0	40	0
Oct	18	18	207.5	213
Nov	7	6	68	55
Dec	7	0	77	0
Paediatrics	26	17	220	135.5
Jan	16	7	130	53.5

Dec	10	10	90	82
Radiology	9	6	72	55.25
Jan	3	0	24	0
Oct	4	4	32	36.25
Nov	1	1	8	9.25
Dec	1	1	8	9.75
Trauma & Orthopaedics	238	227	2425.5	2300.96
Oct	119	119	1147.5	1143.05
Nov	89	85	943.5	888.25
Dec	30	23	334.5	269.66
Upper Gi Surgery	85	61	852.5	583.75
Jan	19	5	188.5	55.5
Oct	23	22	228	203
Nov	24	24	230	219.25
Dec	19	10	206	106
Ears Nose & Throat	50	16	490	173.5
Jan	34	0	317	0
Oct	3	3	39	39
Dec	13	13	134	134.5
Orthogeriatricians	14	0	112	0
Jan	8	0	64	0
Dec	6	0	48	0
Clinical Haematology	27	23	216	172.5
Jan	4	0	32	0
Nov	13	13	104	97.5
Dec	10	10	80	75
Ophthalmology	14	0	112	0
Jan	14	0	112	0
Grand Total	2314	1699	20767	15338.09

Appendix 5

Locum Bookings (Agency) by Grade				
Speciality	Number of Shifts requested	Number of Shifts Worked	Number of Hours Requested	Number of Hours Worked
A&E	412	275	3552.75	2464
Consultant	265	192	2336	1791.25
Jan	69	16	598	144.5
Oct	55	55	489	494
Nov	60	55	505	495.5
Dec	81	66	744	657.25
ST 1&2	49	28	396.75	211.75
Jan	17	7	136	54.25
Oct	16	9	129.75	66
Nov	4	0	34	0
Dec	12	12	97	91.5
ST 3+	97	55	812	461
Jan	31	0	255	0
Oct	26	26	214	214
Nov	27	27	234	230
Dec	13	2	109	17
FY 2	1	0	8	0
Dec	1	0	8	0
Acute Physicians (Juniors)	55	18	453.5	147.34
ST 1&2	55	18	453.5	147.34
Jan	42	8	336	57.51
Oct	3	3	37.5	37
Dec	10	7	80	52.83
Acute Physicians (Senior)	99	65	792	557
Consultant	99	65	792	557
Jan	36	3	288	26
Oct	21	21	168	186
Nov	19	19	152	166
Dec	23	22	184	179
Anaesthetics	35	15	280	140.5
Consultant	35	15	280	140.5
Oct	23	15	184	140.5
Nov	12	0	96	0
Breast Surgery	138	115	1184	863
Consultant	58	56	464	450.25
Oct	16	16	128	131.25
Nov	22	22	176	179.75
Dec	20	18	160	139.25
ST 3+	80	59	720	412.75
Jan	23	5	207	39

Oct	20	20	180	141
Nov	16	16	144	111.25
Dec	21	18	189	121.5
Cardiology	86	59	688	472
Consultant	86	59	688	472
Jan	22	0	176	0
Oct	23	23	184	184
Nov	21	21	168	168
Dec	20	15	160	120
Care of the Elderly	172	134	1470.5	1136
Consultant	95	75	760	626.5
Jan	29	11	232	90
Oct	23	23	184	186
Nov	22	22	176	187
Dec	21	19	168	163.5
ST 1&2	77	59	710.5	509.5
Jan	21	7	186	54
Oct	19	19	179	170
Nov	22	20	207.5	175.5
Dec	15	13	138	110
Colorectal Surgery	143	115	1405	1135.5
ST 1&2	66	53	671	535.5
Jan	20	7	201	68
Oct	18	18	183	180
Nov	10	10	100.5	102
Dec	18	18	186.5	185.5
ST 3+	77	62	734	600
Jan	21	8	203	75
Oct	18	18	162	167
Nov	16	16	146.5	148
Dec	22	20	222.5	210
Dermatology	43	43	344	448
Consultant	43	43	344	448
Oct	18	18	144	182
Nov	18	18	144	194
Dec	7	7	56	72
Diabetes & Endocrinology	122	85	1088.5	767.92
ST 1&2	42	24	336	192.67
Jan	23	7	184	58
Dec	19	17	152	134.67
ST 3+	80	61	752.5	575.25
Jan	19	4	174.5	43.75
Oct	23	23	220	212.75
Nov	20	20	191.5	189

Dec	18	14	166.5	129.75
Gastro Juniors	104	64	832	430.75
ST 1&2	104	64	832	430.75
Jan	46	13	368	31.25
Oct	19	19	152	148.5
Nov	18	18	144	142
Dec	21	14	168	109
Gastroenterology	106	103	852.5	864.58
ST 1&2	106	103	852.5	864.58
Oct	46	46	372.5	394
Nov	39	39	312	323.08
Dec	21	18	168	147.5
Neonatal	23	16	445	322.5
Consultant	23	16	445	322.5
Jan	10	4	192	80
Nov	2	2	56	56
Dec	11	10	197	186.5
Nephrology	101	81	808	649.39
ST 1&2	101	81	808	649.39
Jan	23	7	184	57.56
Oct	35	35	280	279.79
Nov	22	22	176	176.26
Dec	21	17	168	135.78
Obstetrics & Gynaecology	92	69	953.25	661.31
Consultant	27	15	251	119.75
Jan	16	7	144	49.58
Dec	11	8	107	70.17
ST 1&2	62	51	678.25	519.06
Jan	21	10	258.25	93.5
Oct	4	4	51	49
Nov	15	15	161.5	157.35
Dec	22	22	207.5	219.21
ST 3+	3	3	24	22.5
Oct	3	3	24	22.5
Oncology	84	68	725.5	588.84
ST 1&2	84	68	725.5	588.84
Jan	22	8	176	64
Oct	20	20	178	172.67
Nov	22	21	207	195.42
Dec	20	19	164.5	156.75
Oral&Maxillofacial Surg	36	24	392.5	268
Consultant	13	13	153	165
Oct	13	13	153	165
ST 1&2	23	11	239.5	103

Jan	4	0	40	0
Oct	5	5	54.5	48
Nov	7	6	68	55
Dec	7	0	77	0
Paediatrics	26	17	220	135.5
ST 1&2	26	17	220	135.5
Jan	16	7	130	53.5
Dec	10	10	90	82
Radiology	9	6	72	55.25
Consultant	9	6	72	55.25
Jan	3	0	24	0
Oct	4	4	32	36.25
Nov	1	1	8	9.25
Dec	1	1	8	9.75
Trauma & Orthopaedics	238	227	2425.5	2300.96
ST 1&2	168	157	1692.5	1552.46
Oct	74	74	717.5	698.55
Nov	68	64	676.5	620.25
Dec	26	19	298.5	233.66
ST 3+	70	70	733	748.5
Oct	45	45	430	444.5
Nov	21	21	267	268
Dec	4	4	36	36
Upper Gi Surgery	85	61	852.5	583.75
ST 1&2	51	28	518.5	277.75
Jan	19	5	188.5	55.5
Nov	13	13	124	116.25
Dec	19	10	206	106
ST 3+	34	33	334	306
Oct	23	22	228	203
Nov	11	11	106	103
Ears Nose & Throat	50	16	490	173.5
ST 1&2	50	16	490	173.5
Jan	34	0	317	0
Oct	3	3	39	39
Dec	13	13	134	134.5
Orthogeriatricians	14	0	112	0
ST 3+	14	0	112	0
Jan	8	0	64	0
Dec	6	0	48	0
Clinical Haematology	27	23	216	172.5
Consultant	27	23	216	172.5
Jan	4	0	32	0
Nov	13	13	104	97.5
Dec	10	10	80	75

Ophthalmology	14	0	112	0
Consultant	14	0	112	0
Jan	14	0	112	0
Grand Total	2314	1699	20767	15338.09

Appendix 6

Locum Booking (Agency) by Reason				
Speciality	Number of Shifts Requested	Number of Shifts Worked	Number of Hours Required	Number of Hours Worked
A&E	412	275	3552.75	2464
Extra Cover	72	55	619	462.75
Jan	22	6	180	45.5
Oct	16	16	144	144
Nov	18	18	164	164
Dec	16	15	131	109.25
Sickness	5	0	42	0
Nov	4	0	34	0
Dec	1	0	8	0
Vacancy (Recruitment difficulties)	335	220	2891.75	2001.25
Jan	95	17	809	153.25
Oct	81	74	688.75	630
Nov	69	64	575	561.5
Dec	90	65	819	656.5
Acute Physicians (Juniors)	55	18	453.5	147.34
Vacancy (Recruitment difficulties)	22	8	189.5	72.26
Jan	19	5	152	35.26
Oct	3	3	37.5	37
Winter Pressure	33	10	264	75.08
Jan	23	3	184	22.25
Dec	10	7	80	52.83
Acute Physicians (Senior)	99	65	792	557
Vacancy (Recruitment difficulties)	85	65	680	557
Jan	22	3	176	26
Oct	21	21	168	186
Nov	19	19	152	166
Dec	23	22	184	179
Winter Pressure	14	0	112	0
Jan	14	0	112	0
Anaesthetics	35	15	280	140.5
Vacancy (Recruitment difficulties)	35	15	280	140.5
Oct	23	15	184	140.5
Nov	12	0	96	0
Breast Surgery	138	115	1184	863
Sickness	58	56	464	450.25

Oct	16	16	128	131.25
Nov	22	22	176	179.75
Dec	20	18	160	139.25
Vacancy (Recruitment difficulties)	80	59	720	412.75
Jan	23	5	207	39
Oct	20	20	180	141
Nov	16	16	144	111.25
Dec	21	18	189	121.5
Cardiology	86	59	688	472
Vacancy (Recruitment difficulties)	86	59	688	472
Jan	22	0	176	0
Oct	23	23	184	184
Nov	21	21	168	168
Dec	20	15	160	120
Care of the Elderly	172	134	1470.5	1136
Vacancy (Recruitment difficulties)	150	126	1294.5	1072
Jan	28	10	242	80
Oct	42	42	363	356
Nov	44	42	383.5	362.5
Dec	36	32	306	273.5
Winter Pressure	22	8	176	64
Jan	22	8	176	64
Colorectal Surgery	143	115	1405	1135.5
Vacancy (Recruitment difficulties)	143	115	1405	1135.5
Jan	41	15	404	143
Oct	36	36	345	347
Nov	26	26	247	250
Dec	40	38	409	395.5
Dermatology	43	43	344	448
Vacancy (Recruitment difficulties)	43	43	344	448
Oct	18	18	144	182
Nov	18	18	144	194
Dec	7	7	56	72
Diabetes & Endocrinology	122	85	1088.5	767.92
Vacancy (Recruitment difficulties)	122	85	1088.5	767.92
Jan	42	11	358.5	101.75
Oct	23	23	220	212.75
Nov	20	20	191.5	189
Dec	37	31	318.5	264.42

Gastro Juniors	104	64	832	430.75
Extra Cover	81	55	648	430.75
Jan	23	4	184	31.25
Oct	19	19	152	148.5
Nov	18	18	144	142
Dec	21	14	168	109
Vacancy (Recruitment difficulties)	23	9	184	0
Jan	23	9	184	0
Gastroenterology	106	103	852.5	864.58
Vacancy (Recruitment difficulties)	106	103	852.5	864.58
Oct	46	46	372.5	394
Nov	39	39	312	323.08
Dec	21	18	168	147.5
Neonatal	23	16	445	322.5
Vacancy (Recruitment difficulties)	23	16	445	322.5
Jan	10	4	192	80
Nov	2	2	56	56
Dec	11	10	197	186.5
Nephrology	101	81	808	649.39
Vacancy (Recruitment difficulties)	101	81	808	649.39
Jan	23	7	184	57.56
Oct	35	35	280	279.79
Nov	22	22	176	176.26
Dec	21	17	168	135.78
Obstetrics & Gynaecology	92	69	953.25	661.31
Sickness	27	15	251	119.75
Jan	16	7	144	49.58
Dec	11	8	107	70.17
Vacancy (Recruitment difficulties)	65	54	702.25	541.56
Jan	21	10	258.25	93.5
Oct	7	7	75	71.5
Nov	15	15	161.5	157.35
Dec	22	22	207.5	219.21
Oncology	84	68	725.5	588.84
Vacancy (Recruitment difficulties)	84	68	725.5	588.84
Jan	22	8	176	64
Oct	20	20	178	172.67
Nov	22	21	207	195.42
Dec	20	19	164.5	156.75

Oral&Maxillofacial Surg	36	24	392.5	268
Sickness	6	6	41	53
Oct	6	6	41	53
Vacancy (Recruitment difficulties)	30	18	351.5	215
Jan	4	0	40	0
Oct	12	12	166.5	160
Nov	7	6	68	55
Dec	7	0	77	0
Paediatrics	26	17	220	135.5
Vacancy (Recruitment difficulties)	26	17	220	135.5
Jan	16	7	130	53.5
Dec	10	10	90	82
Radiology	9	6	72	55.25
Vacancy (Recruitment difficulties)	9	6	72	55.25
Jan	3	0	24	0
Oct	4	4	32	36.25
Nov	1	1	8	9.25
Dec	1	1	8	9.75
Trauma & Orthopaedics	238	227	2425.5	2300.96
Extra Cover	29	29	252	271.66
Oct	23	23	184	203.5
Nov	2	2	16	17
Dec	4	4	52	51.16
Sickness	28	28	293	283.5
Oct	17	17	180	180
Nov	10	10	100	91
Dec	1	1	13	12.5
Vacancy (Recruitment difficulties)	181	170	1880.5	1745.8
Oct	79	79	783.5	759.55
Nov	77	73	827.5	780.25
Dec	25	18	269.5	206
Upper Gi Surgery	85	61	852.5	583.75
Vacancy (Recruitment difficulties)	85	61	852.5	583.75
Jan	19	5	188.5	55.5
Oct	23	22	228	203
Nov	24	24	230	219.25
Dec	19	10	206	106
Ears Nose & Throat	50	16	490	173.5
Sickness	3	3	39	39
Oct	3	3	39	39

Vacancy (Recruitment difficulties)	47	13	451	134.5
Jan	34	0	317	0
Dec	13	13	134	134.5
Orthogeriatricians	14	0	112	0
Annual Leave	14	0	112	0
Jan	8	0	64	0
Dec	6	0	48	0
Clinical Haematology	27	23	216	172.5
Vacancy (Recruitment difficulties)	27	23	216	172.5
Jan	4	0	32	0
Nov	13	13	104	97.5
Dec	10	10	80	75
Ophthalmology	14	0	112	0
Vacancy (Recruitment difficulties)	14	0	112	0
Jan	14	0	112	0
Grand Total	2314	1699	20767	15338.09

Appendix 7

Locum Work by Trainee							
Specialty	Grade	Number of Shifts Worked	Number of hours worked	Number of hours rostered per week	Actual hours worked per week	Opted out of WTR?	Comments
Medicine	ST1-2	4	25	47.25	49.25	Y	
Medicine	FY1	1	12	47.5	48.5	N	
GP	FY2	10	63.5	40	44.75	Y	
T&O	FY2	2	21.75	47.5	49.25	Y	
A&E	ST1-2	3	22.5	40	41.75	N	
Obs & Gynae	ST1-2	5	49	47	50.5	Y	
Ophthalmology	ST3+	1	16	43.5	44.75	N	Contains NROC shifts
Oral Surgery	ST1-2	6	8	46.5	47.25	Y	
Medicine	ST1-2	2	25	47.5	49.5	Y	
Oral Surgery	ST1-2	7	20.5	46.5	48	Y	
Medicine	ST1-2	1	12.5	47.25	48.25	Y	
Surgery	FY2	1	8	46.75	47.5	Y	
A&E	ST1-2	1	2	40	40.25	N	
A&E	ST1-2	3	24	40	41.75	N	

Medicine	ST1-2	1	12.5	47.5	48.5	N	
Anaesthetics	ST1-2	2	24	47	48.75	Y	
A&E	ST1-2	1	8	40	40.75	N	
A&E	ST1-2	2	15.5	40	41.25	Y	
Medicine	ST3+	1	2.5	47.75	48	Y	
Medicine	FY1	3	29.5	47.5	49.75	Y	
Surgery	FY1	1	3.5	47.25	47.5	Y	
Paediatrics	FY2	1	11.5	47	48	N	
ENT	ST3+	1	15	46.25	47.5	Y	Contains NROC shifts
Oral Surgery	ST1-2	2	2	46.5	46.75	Y	
Medicine	ST1-2	1	4.5	47.25	47.75	Y	
Medicine	FY1	2	20.5	47.25	48.75	Y	
Anaesthetics	ST1-2	2	20.5	46.5	48	Y	
Medicine	ST3+	3	33	47	49.5	Y	
Medicine	ST3+	4	24	47.75	49.5	Y	
Surgery	ST3+	7	86.75	47.25	53.5	Y	
GP	FY2	6	70.5	40	45.25	Y	

ENT	FY2	1	5	47	47.5	Y	
ENT	ST3+	1	15	46.25	47.5	Y	Contains NROC shifts
Medicine	ST3+	1	7.5	47	47.75	Y	
Medicine	ST1-2	4	28.5	47.5	49.75	N	
Obs & Gynae	ST3+	1	12.5	47.75	48.75	N	
Surgery	ST1-2	1	12.5	46.75	47.75	N	
Obs & Gynae	ST3+	1	12.5	47.75	48.75	Y	
Obs & Gynae	FY1	1	9	40	40.75	Y	
Medicine	FY2	1	8	47.5	48.25	Y	
Psychiatry	FY2	5	36.5	45.75	48.5	Y	
Surgery	FY2	1	12.5	46.75	47.75	N	
Obs & Gynae	ST1-2	2	17	47	48.25	Y	
T&O	ST3+	2	41	46.75	49.75	Y	Contains NROC shifts
ENT	ST3+	1	15	46.25	47.5	N	Contains NROC shifts
Oral Surgery	ST3+	5	82	47.25	53.25	Y	Contains NROC shifts
Medicine	FY2	1	8	47.5	48.25	Y	
Urology	ST1-2	1	25	45	47	N	Contains NROC shifts

Medicine	ST1-2	7	61.5	47.25	51.75	Y	
Obs & Gynae	ST3+	2	22.5	47.75	49.5	Y	
Surgery	FY1	1	12	47.25	48.25	Y	
Medicine	ST3+	1	12.5	47	48	N	
Obs & Gynae	ST1-2	4	42.5	47	50.25	Y	
A&E	ST1-2	1	3.5	40	40.25	N	
Total		133	1195.5				

Appendix 8

Vacancies from November 2018				
Grade	Dept	Site	Qty	Comments
Trust ST1	Upper GI Surgery	RSH	1	
Trust ST1	Colorectal Surgery	RSH	1	
CT1	Anaesthetics	RSH	3	
GPVTS	ENT	PRH	1	
Trust SpR	T&O	RSH	1	
FY2	T&O	RSH	1	
Trust ST3	Oncology/Haematology	RSH	3	
FY2	GP	Dodington	1	
FY2	A&E	RSH	1	
Trust ST1	Gastro	PRH	2	
Trust ST1	Renal	PRH	1	
Trust ST1	Endo	PRH	1	
GPVTS	Care of the Elderly	PRH	1	
Trust SpR	Cardiology	RSH	1	
ACCS	AMU	RSH	1	

Appendix 9

Vacancies from December 2018				
Grade	Dept	Site	Qty	Comments
Trust ST1	Upper GI Surgery	RSH	1	
Trust ST1	Colorectal Surgery	RSH	1	
CT1	Anaesthetics	RSH	3	
FY2	ENT	PRH	1	
Trust SpR	T&O	RSH	1	
GPVTS	T&O	RSH	1	
Trust ST3	Oncology/Haematology	RSH	3	
Trust ST1	Oncology/Haematology	RSH	1	
FY2	GP	Various	4	
FY2	Psychiatry	Redwoods	1	
FY1	Psychiatry	Redwoods	1	
Trust ST1	Gastro	PRH	1	
Trust ST1	Renal	PRH	1	
Trust ST1	Endo	PRH	1	
GPVTS	Obs & Gynae	PRH	1	
GPVTS	Paediatrics	PRH	1	

Appendix 10

Vacancies From January 2019				
Grade	Dept	Site	Qty	Comments
Trust ST1	Upper GI Surgery	RSH	1	
Trust ST1	Colorectal Surgery	RSH	1	
CT1	Anaesthetics	RSH	3	
FY2	ENT	PRH	1	
Trust SpR	T&O	RSH	1	
GPVTS	T&O	RSH	1	
Trust ST3	Oncology/Haematology	RSH	3	
Trust ST1	Oncology/Haematology	RSH	1	
FY2	GP	Various	4	
FY2	Psychiatry	Redwoods	1	
FY1	Psychiatry	Redwoods	1	
Trust SpR	CofE	PRH	1	
Trust ST1	Gastro	PRH	1	
Trust ST1	Renal	PRH	1	
Trust ST1	Endo	PRH	1	
GPVTS	Obs & Gynae	PRH	1	
GPVTS	Paediatrics	PRH	1	