

Board of Directors Meeting June 2021

Agenda item				
Report	Guardian of Safe Working Hours - Dr Bridget Barrowclough			
Executive Lead	Medical Director - Dr Arne Rose			
	Link to strategic pillar:		Link to CQC domain:	
	Our patients and community	X	Safe	X
	Our people	X	Effective	X
	Our service delivery	X	Caring	X
	Our partners		Responsive	X
	Our governance		Well Led	X
	Report recommendations:		Link to BAF / risk:	
	For assurance			
	For decision / approval		Link to risk register:	
	For review / discussion			
	For noting	X		
	For information			
	For consent			
Presented to:	N/A			
Dependent upon	N/A			
Executive summary:	<p>It remains a requirement of the Junior Doctor (JD) Contract 2016 for the Trust Guardian of Safe Working Hours (GoSW) to hold responsibility for ensuring that issues of compliance with safe working hours are addressed in accordance with its Terms and Conditions of Service (TCS) with oversight of the Exception Reporting (ER) process.</p> <p>During the second Covid-19 wave trainees across many specialities were re-deployed. In March 2021 trainees returned to their pre-Covid rotas which remain compliant with the TCS.</p> <p>This report provides quantitative data around safe working hours reported by Junior Doctors and Dentists in Training for Q3 2020/2021.</p> <p>Previous reports have highlighted the challenges posed both locally and nationally regarding collection and interpretation of data relating to the JD workforce.</p> <p>During Q3 2020/2021 the Workforce Directorate has proposed to investigate this concern and work collaboratively with the GoSW and Medical Directorate to triangulate the data available. This should enable the GoSW to provide assurance to the Board regarding safe working of Junior Doctors in the future.</p> <p>Eleven Exception Reports were received in this quarter reflecting recurrent themes of workload intensity within the Medical and Surgical Division.</p>			
Appendices	<p>Appendix 1: Management of Vacancies</p> <p>Appendix 2: Locum Bookings by Trainees</p>			

1.0 INTRODUCTION

1.1 Background

The Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016 state:

- The Guardian reports to the Board of the employer (and host organisation, if appropriate), directly or through a committee of the Board, as below.
- The Board must receive a Guardian of Safe Working Report no less than once per quarter. This report shall also be provided to the JLNC, or equivalent. It will include data on all rota gaps on all shifts.
- The Board is responsible for providing annual reports to external bodies as defined in these terms and conditions, including Health Education England (Local office), Care Quality Commission, General Medical Council and General Dental Council. There may be circumstances where the Guardian identifies that certain posts have issues that cannot be remedied locally, and require a system-wide solution. Where such issues are identified, the Guardian shall inform the Board. The Board will raise the system-wide issue with partner organisations (e.g. Health Education England, NHS England / Improvement) to find a solution.

2.0 SUMMARY OF INFORMATION

2.1 High level data

Number of Doctors and Dentists in Training on 2016 TCS	222
Number of GP Trainees hosted by Trust	33
Guardian of Safe Working Hours	2PA/week
Administrative support to GoSW	0.2 WTE
Safe Working Advisor	tbc

2.2 Summary of Exception Reports

Table 1 Exception Reports Overview		
Exception Reports (ERs)	Number	Comments
Hours ERs	6	
Education ERs	0	
Pattern of work ERs	2	
Service support ERs	3	
Total ERs for the period	11	2 ISCs*

- * Immediate Safety Concerns
- Guardian fines – none identified

Table 2 Exception Reports			
Rota I.D	No. of Exceptions	Issues/Concerns	Actions and/or Resolutions
RLZ 014/028 Medicine ST1-2 & FY2	1 (ISC)	Workover due to shortage of junior staff sickness.	Time off in Lieu (TOIL) agreed.
**RLZ 014/028	3	1,2&3) Workload intensity resulting in workover.	1,2&3) Junior Doctor staffing level concerns identified and escalated by supervisor to Ward Governance Meeting and Divisional Medical Lead.
RFK 055/015 Medicine ST1-2 & FY2	1 (ISC)	Workload intensity due to shortage of Junior Doctors. The situation was managed to provide	Rota – Incorrect allocation of Junior Doctors to shift resulting in lack of support to FY1.

		patient safety with redistribution of doctors on both sites.	Datix completed issue identified and corrected.
RLZ 007 Surgery FY1	2	1) Delayed board round resulted in additional tasks. 2) Delayed result resulting in workover.	1&2) TOIL agreed.
RLZ 007 Surgery FY1	3	1) Difficulty in balancing workload and handover in normal working hours. 2) Difficulty in completing post take duties and update list. 3) Difficulty in balancing workload and handover in normal working time hours.	1,2&3) Supervisor encouraged early handover of jobs to incoming FY1 and to maintain communication with other team members.
RLZ 032 Obs & Gynae FY1	1	Workover due to workload intensity.	TOIL agreed – no pattern identified.

2.3 Comments

The GoSW received one report each month in February and March during the second Covid -19 wave. This trend is consistent with other Trusts in the West Midlands. In April concerns were raised in the Surgical and Medical Divisions as detailed below.

During this quarter and as a consequence of exception reports detailing missed rest breaks the GoSW has encouraged trainees to use the exception reporting process to record such events.

2.31 Surgery Division

An on-going issue regarding the weekend cover shift is recognised in Exception Reports and via the Local Negotiating Committee and Junior Doctor Forums. Discussions have been held with the Division and a strategy to address the concerns has been presented to the GoSW. Currently there are no plans to recruit additional Junior Doctors although it is recognised that further support is required. The GoSW has been advised that there is no funding available for additional Tier 1 Juniors in this Division.

This rota is subject to an external (MIAA) audit, we will continue to report to the Board on further developments.

2.32 Medicine and Emergency Care Division

This Division continues to work collaboratively with the Medical Rostering Team to provide safe rotas. Concerns raised in reports reflect the workload intensity during the cover shifts. Strategies to manage this include: improving the handover process, and retaining locum support post Covid to manage shortfalls in medical staffing levels with plans to provide additional Tier 2 support for ward cover from August 2021. The increased Tier 3 cover introduced in 2020 will continue.

3.0 Rota Gaps and Vacancies

The GoSW presents the data regarding the management of vacancies as attached in Appendix 1. In the majority of cases the gaps were filled by long term locum cover.

In future the Workforce Directorate has agreed to work collaboratively with the GoSW and Medical Directorate to provide further data on unfilled shifts caused by short term sickness.

4.0 Locum Bookings by Trainee

Locum bookings by Trainees are attached as Appendix 2. The data attached highlights those trainees who have exceeded the average 48hr limit. Trainees have been reminded to adhere to the safe working limits when accepting locums and reminded that any doctor wishing to exceed this limit should file a declaration to opt out. Similarly the medical staffing team are aware that locums should not be offered shifts if this results in a breach of conditions.

5.0 Risks and Actions

5.1 Rota Compliance

The Medical Rostering team have reminded all managers and rota co-ordinators to ensure that all rotas remain compliant. Details of rota rules have been re-issued to all concerned this quarter. Trainees have received further documentation detailing the safe working limits and the Exception Reporting process.

A number of rotas have been identified by Divisions to be included in an external (MIAA) audit.

5.2 Exception Reporting Process

Trainees are actively encouraged to raise concerns regarding safe working via the ER System. The GoSW is confident that these reports are addressed in a timely manner and escalated when appropriate to the Divisional and Medical Director.

5.3 Junior Doctor Engagement

Junior Doctor engagement is promoted within the Trust. Amid Covid-19 many Junior Doctor Forums were postponed in most specialities. In the majority of the specialities these have been reinstated with variable attendance. However the GoSW has held weekly virtual drop in sessions and the Contract Forums and feels that trainees have the relevant information on how to raise concerns via the pathways available to them on the intranet.

The West Midlands British Medical Association (BMA) has kindly agreed to sponsor a further 'drop in' session for all trainees once social distancing rules permit. Throughout this quarter the GoSW held weekly virtual drop in sessions.

The GoSW will continue to issue regular newsletters.

6.0 Recommendations

The Board is asked to read and note this report.

Appendix 1

Guardian of Safe Working (GoSW) Appendices
1 December 2020 – 30 April 2021
The Shrewsbury and Telford Hospital NHS Trust

Junior Doctor Vacancies 01 Dec 2020- 28 April 2021

Rota Gaps				
Department	Site	Grade	Months Vacant	How Gap was Filled
Vascular Surgery	RSH	ST3	April	Filled by full time agency locum
Upper GI Surgery	RSH	Trust ST1-2	December January	Filled by full time agency locum
Colorectal Surgery	RSH	GPVTS	December January February March April	Filled by full time agency locum
Vascular Surgery	RSH	CT1	December January	Filled by full time agency locum
Anaesthetics	RSH	Teaching Fellow	December January February March April	Filled internally
Anaesthetics	RSH	ST3	December January February March April	Filled internally
Anaesthetics	RSH	CT1	December January February March April	Filled by full time bank doctor
Oral Surgery	PRH	DCT	January February March April	Filled by full time bank doctor
ENT	PRH	ST3	December January February March April	Filled by full time agency locum
ENT	PRH	GPVTS	December January February March April	Filled by full time agency locum
ENT	PRH	FY2	December January February March	Filled by full time agency locum
T&O	PRH	Senior Fellow	December January February	Filled by full time agency locum
T&O	PRH	Senior Fellow	December January February	Filled by full time agency locum
T&O	PRH	Senior Fellow	December January February March April	Filled by full time agency locum
T&O	PRH	CT1	February March April	Filled by full time agency locum
T&O	PRH	FY2	December January February March	Filled by full time agency locum
T&O	PRH	FY2	December January February March	Filled by full time agency locum
T&O	PRH	FY1	December January	Filled by full time agency locum

			February March	
T&O	RSH	Trust ST1	December January February March April	Filled by full time agency locum
T&O	RSH	CT2	December January	Filled by full time bank doctor
Ophthalmology	RSH	Clinical Fellow Oculoplastics	December January February March April	Post removed from rota due to department knowing it would not be filled. Rota rewritten to accommodate change in number of posts.
Ophthalmology	RSH	ST1	February March April	Filled by full time agency locum
Ophthalmology	RSH	FY2	December January February March	Supernumerary post, no back fill required
Oncology	RSH	Trust ST3	December January February March April	Filled by full time agency locum
GP	Various	FY2	December January February March April	No impact on rota gaps. When a Deanery FY2 GP post is vacant no further action is required as a GP placement is not organised for the vacant post.
A&E	PRH	Junior Clinical Fellow	February March April	Rota recently increased to a 21 person rota to accommodate 1 in 3 weekend working which increased staffing during the week. Department assess the rota slot and requests for bank or agency locums for individual shifts that require filling.
A&E	PRH	GPVTS	December January February March April	Filled by full time agency locum
A&E	RSH	ST3	December January February March April	Department have recently signed off their international recruitment Doctors to be able to work on the middle grade rota and utilising these to cover the vacant shifts from these gaps.
A&E	RSH	ACCS	December January February March April	Filled by full time agency locum
Care of the Elderly Medicine	PRH	ST3	December January February March April	Filled by full time agency locum
Ward 11 – Medicine	PRH	Trust ST1	December January February March April	Filled by full time agency locum
Ward 11 – Medicine	PRH	Trust ST1	February March April	Filled by full time agency locum
ITU – Medicine	PRH	IMT	December January February March	Extra GPVTS post used to fill vacant rot a slot
Endocrinology Medicine	PRH	Junior Clinical Fellow	February March	Filled by full time agency locum
Care of the Elderly Medicine	PRH	Junior Clinical Fellow	April	Rota rewritten to accommodate vacancy so no on-call shifts are left vacant. Normal working hours filled by full time agency locum
Respiratory Medicine	RSH	ST3	December January	Filled by full time agency locum
Gastroenterology	RSH	IMT	April	Filled by Trainee from PRH
AMU	RSH	ACCS	December January February March April	Filled by full time agency locum
Respiratory Medicine	RSH	Junior Clinical Fellow	February March	COVID redeployed doctors utilised to cover vacant shifts
Cardiology Medicine	RSH	Junior Clinical Fellow	January	Long day and night shifts covered by bank doctors


Renal Medicine	RSH	Junior Clinical Fellow	April	Rota rewritten to accommodate vacancy so no on-call shifts are left vacant. Normal working hours filled by full time agency locum
AMU	RSH	Junior Clinical Fellow	December January February March	Filled by full time agency locum
Care of the Elderly Medicine	RSH	Junior Clinical Fellow	April	Filled by full time agency locum
Obs & Gynae	PRH	ST3	February March April	Filled by full time agency locum
Paediatrics	PRH	GPVTS	April	Rota is written to accommodate vacancy
Neonates	PRH	ST4	April	Rota is written to accommodate vacancy
Neonates	PRH	ST1	December January February	Rota is written to accommodate vacancy
Neonates	PRH	FY2	December January February March	Filled by full time agency locum

Appendix 2

Locum Work by Trainee 01 Nov 2020 – 28 April 2021

Key

Actual hours worked per week

 Trainees who have exceeded the average 48hr weekly limit and have not opted out of WTR.

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
Oral & Maxillofacial Surgery	DCT1-2	3	12	47.5	48	Y	
Anaesthetics (RSH)	ST3-8	3	37.5	34	35.5	Y	
Paediatrics	ST4-8	1	4.5	47.5	47.75	N	
General Medicine (RSH)	ST3-8	2	25	44.25	45.25	N	
Obstetrics & Gynaecology	ST3-8	6	33	48	49.5	Y	
General Medicine (PRH)	ST3-8	8	76	44.5	47.5	Y	
Paediatrics	ST1-2	5	53.5	44.75	47	N	
Obstetrics & Gynaecology	ST3-8	3	29	48	49.25	N	
Trauma & Orthopaedic Surgery (PRH)	ST3-8	1	25	47.5	48.5	N	NROC Rota
Anaesthetics (RSH)	ST3-8	2	7	47	47.5	Y	
Anaesthetics (RSH)	ST3-8	5	53.5	47	49.25	Y	
Emergency Department (PRH)	ST1-2	5	49.5	40.5	42.5	N	
General Medicine (RSH)	ST1-2	4	39.5	46.5	48.25	N	
Paediatrics	ST1-2	18	195.5	44.75	52.5	N	
Obstetrics & Gynaecology	ST3-8	2	25	48	49	Y	
General Surgery	ST3-8	2	48	47.5	49.5	N	
Anaesthetics (PRH)	ST3-8	8	102	42	46	N	
Anaesthetics (RSH)	ST3-8	9	112.5	47	51.5	N	
Ophthalmology	ST3-8	1	16	47	47.75	N	NROC Rota
General Medicine (PRH)	ST3-8	1	4.5	44.5	44.75	N	
Anaesthetics (RSH)	ST1-2	2	16	47	47.75	Y	
Trauma & Orthopaedic Surgery (PRH)	ST1-2	1	5	47.25	47.5	N	
Ophthalmology	ST3-8	1	23	47	48	N	NROC Rota
ENT	ST3-8	4	78	47.25	50.25	N	NROC Rota
Paediatrics	ST3-8	3	30.5	47.5	48.75	Y	
Trauma & Orthopaedic Surgery (PRH)	ST3-8	3	27.5	47.5	48.75	Y	NROC Rota
Oral & Maxillofacial Surgery	ST3-8	37	672	47.75	73.75	N	NROC Rota
Obstetrics & Gynaecology	ST3-8	5	29	48	49.25	N	
General Medicine (PRH)	ST3-8	6	24.5	44.5	45.5	Y	
Anaesthetics (RSH)	ST1-3	7	77.5	47	50	N	
General Medicine (RSH)	ST3-8	1	4.5	44.25	44.5	N	
Anaesthetics (PRH)	ST1-3	3	28.5	46.5	47.75	N	
Anaesthetics (RSH)	ST1-3	2	7	47	47.5	N	
General Medicine (RSH)	ST1-2	1	6.5	46.5	46.75	Y	
Obstetrics & Gynaecology	ST1-2	7	49	47	49	Y	
Anaesthetics (PRH)	ST3-8	1	12.5	42	42.5	N	
Anaesthetics (RSH)	ST3-8	1	3.5	47	47.25	N	
Trauma & Orthopaedic Surgery (RSH)	ST3-8	13	135.5	47.25	52.5	Y	NROC Rota
Trauma & Orthopaedic Surgery (PRH)	ST3-8	5	129	47.5	52.5	Y	NROC Rota
Emergency Department (RSH)	FY2	11	101.5	40.5	44.5	Y	
GP	FY2	2	26	40	41	Y	
Anaesthetics (PRH)	ST3-8	5	62.5	42	44.5	Y	
Anaesthetics (RSH)	ST3-8	2	25	47	48	Y	
ENT	ST3-8	2	21.25	47.25	48.25	N	NROC Rota
General Medicine (PRH)	ST1-2	3	25	46.5	47.5	Y	
General Medicine (RSH)	ST1-2	3	27	46.5	47.75	Y	
Anaesthetics (RSH)	ST1-3	1	12	47	47.5	Y	
General Medicine (PRH)	ST1-2	3	24	46.5	47.5	N	
Obstetrics & Gynaecology	ST1-2	8	65	47	49.5	Y	
General Medicine (PRH)	ST3-8	1	12.5	44.5	45	Y	
Paediatrics	ST1-2	2	21.5	44.75	45.75	N	
Anaesthetics (RSH)	ST1-2	8	86	47	50.5	Y	
General Medicine (RSH)	ST3-8	6	75	37.5	40.5	N	
General Medicine (RSH)	ST1-2	4	43.23	46.5	48.25	Y	
Paediatrics	ST1-2	1	10.5	44.75	45.25	N	
General Medicine (PRH)	ST1-2	2	25	46.5	47.5	N	
General Surgery	ST1-2	4	41	47.25	49	Y	
Paediatrics	ST1-2	5	42.5	44.75	46.5	Y	
General Medicine (PRH)	ST1-2	11	88	46.5	50	Y	
Paediatrics	ST1-2	24	242	44.75	54.25	Y	
Anaesthetics (PRH)	ST3-8	4	50	42	44	Y	
Anaesthetics (RSH)	ST3-8	5	62	47	49.5	Y	
General Medicine (PRH)	ST1-2	10	89	46.5	50	Y	
General Medicine (RSH)	ST1-2	2	16	46.5	47.25	Y	
General Medicine (PRH)	ST3-8	7	66.5	44.5	47.25	N	
Neonates	ST1-3	1	12.5	47	47.5	Y	
Paediatrics	ST1-3	4	42.5	44.75	46.5	Y	
ENT	ST1-2	13	106.5	46.75	51	Y	
Paediatrics	ST1-2	1	12.5	44.75	45.25	N	
Anaesthetics (RSH)	ST1-3	4	50	47	49	N	

Paediatrics	ST1-2	1	5	44.75	45	N	
Paediatrics	ST1-2	7	69.5	44.75	47.5	N	
Neonates	ST3-8	4	52	48	50	N	
Obstetrics & Gynaecology	ST1-2	7	68	47	49.75	Y	
Paediatrics	ST1-2	12	118.5	44.75	49.5	Y	
Paediatrics	ST1-3	3	29.5	44.75	46	Y	
Urology	ST1-2	1	15	45.5	46.25	Y	
Emergency Department (PRH)	ST1-2	1	8.5	40.5	41	N	
General Medicine (PRH)	ST1-2	8	76	46.5	49.5	N	
Anaesthetics (RSH)	ST3-8	5	62.75	47	49.5	N	
General Medicine (PRH)	ST1-2	3	21	46.5	47.5	Y	
Obstetrics & Gynaecology	ST3-8	5	28.5	48	49.25	Y	
General Medicine (PRH)	ST1-2	2	5.5	46.5	46.75	Y	
General Surgery	ST1-2	1	3.5	47.25	47.5	N	
General Medicine (PRH)	FY2	2	20.5	46.5	47.5	Y	
General Medicine (PRH)	ST1-2	3	33	46.5	48	Y	
Neonates	FY2	5	58	45	47.25	Y	
Psychiatry	FY2	10	76	46.75	49.75	Y	
Emergency Department (RSH)	ST1-2	2	16.5	40.5	41.25	Y	
General Medicine (PRH)	FY2	7	57.5	46.5	48.75	N	
GP	FY2	2	16	40	40.75	N	
Trauma & Orthopaedic Surgery (PRH)	FY2	1	13	47.25	47.75	N	
General Medicine (RSH)	FY2	7	62.5	46.5	49	Y	
GP	FY2	1	9	40	40.5	Y	
Emergency Department (RSH)	ST1-2	12	97.5	40.5	44.25	N	
Emergency Department (PRH)	ST1-2	9	78	40.5	43.5	Y	
General Medicine (RSH)	ST1-2	16	118	46.5	51.25	Y	
Paediatrics	ST1-2	1	8.83	44.75	45.25	Y	
Emergency Department (RSH)	ST1-1	3	21	40.5	41.5	N	
General Medicine (PRH)	ST1-1	4	41	46.5	48.25	N	
Paediatrics	ST1-1	10	80.5	44.75	48	N	
Ophthalmology	FY2	2	25.42	40	41	N	
Emergency Department (PRH)	ST1-2	7	83.5	40.5	43.75	N	
Emergency Department (PRH)	ST1-2	3	24.52	40.5	41.5	N	
Emergency Department (PRH)	ST1-2	1	8.5	40.5	41	Y	
General Medicine (PRH)	ST1-2	7	26	46.5	47.5	Y	
Paediatrics	ST1-3	2	9	44.75	45.25	Y	
Anaesthetics (PRH)	ST3-8	4	31	42	43.25	N	
Emergency Department (RSH)	ST1-2	15	127.5	40.5	45.5	Y	
Emergency Department (RSH)	ST1-2	4	32.33	40.5	41.75	N	
General Medicine (PRH)	ST1-2	13	155	46.5	52.5	N	
Emergency Department (PRH)	ST1-2	8	69	40.5	43.25	Y	
ENT	ST1-2	3	24	46.75	47.75	Y	
General Medicine (RSH)	ST1-2	2	16	46.5	47.25	Y	
General Medicine (RSH)	ST1-2	3	24	46.5	47.5	Y	
General Medicine (RSH)	FY2	5	26.15	46.5	47.75	Y	
General Medicine (RSH)	ST1-2	7	70.5	46.5	49.25	Y	
General Medicine (PRH)	ST1-2	2	12.5	46.5	47	Y	
General Medicine (RSH)	ST1-2	16	80	46.5	49.75	Y	
General Medicine (PRH)	FY2	1	8	34	34.5	Y	
GP	FY2	8	100	40	44	Y	
ENT	FY2	1	13	28.25	28.75	N	
General Surgery	FY2	1	3.5	47.25	47.5	Y	
GP	FY2	2	17.75	40	40.75	N	
General Medicine (PRH)	FY2	2	16	46.5	47.25	Y	
Trauma & Orthopaedic Surgery (PRH)	FY2	2	16.5	47.25	48	Y	
GP	FY2	13	144.5	40	45.75	Y	
Trauma & Orthopaedic Surgery (PRH)	FY2	1	5	47.25	47.5	N	
Trauma & Orthopaedic Surgery (PRH)	FY2	5	42	47.25	49	Y	
GP	FY2	4	36.5	40	41.5	Y	
General Medicine (RSH)	FY2	2	20.5	46.5	47.5	N	
Trauma & Orthopaedic Surgery (RSH)	FY2	3	29.5	46.5	47.75	N	
General Surgery	FY2	3	19.5	47.25	48	N	
Emergency Department (RSH)	FY2	1	8	40.5	41	N	
Trauma & Orthopaedic Surgery (RSH)	FY2	8	74.3	46.5	49.5	N	
General Surgery	FY1	1	8	46.5	47	N	
General Medicine (RSH)	FY2	1	12.5	46.5	47	Y	
GP	FY2	8	75.75	40	43	Y	
Trauma & Orthopaedic Surgery (RSH)	FY2	2	25	46.5	47.5	Y	
General Surgery	FY1	10	92.5	46.5	50.25	Y	
Emergency Department (RSH)	FY2	1	8	40.5	41	N	
General Surgery	ST1-2	3	33.5	47.25	48.75	Y	
Urology	ST1-2	1	24	45.5	46.5	Y	
General Medicine (RSH)	FY1	4	18	46.5	47.25	N	
General Surgery	FY1	2	7	46.5	47	N	
General Surgery	FY1	4	29.5	46.5	47.75	Y	
General Medicine (RSH)	FY1	9	98	46.5	50.5	N	
General Surgery	FY1	3	19	46.5	47.25	N	
Psychiatry	FY1	1	12.5	40	40.5	N	
Emergency Department (RSH)	FY2	2	21	40.5	41.5	Y	
General Surgery	FY1	6	66.5	46.5	49.25	N	
GP	FY2	3	24	40	41	Y	
Trauma & Orthopaedic Surgery (PRH)	FY2	1	3.5	47.25	47.5	Y	
Paediatrics	FY1	4	50	41	43	Y	

General Medicine (PRH)	FY1	2	9	46.5	47	Y	
Paediatrics	FY1	4	26	41	42	Y	
General Medicine (PRH)	FY1	14	89.17	46.5	50	N	
Trauma & Orthopaedic Surgery (PRH)	FY1	1	7	40	40.5	N	
Trauma & Orthopaedic Surgery (PRH)	FY1	10	66.75	40	42.75	Y	
General Medicine (PRH)	FY1	5	45.5	46.5	48.25	Y	
General Medicine (RSH)	FY1	1	4.5	46.5	46.75	N	
Obstetrics & Gynaecology	FY1	1	12.5	40	40.5	N	
Anaesthetics (PRH)	FY1	10	39	40	41.5	N	
General Medicine (PRH)	FY1	3	18	46.5	47.25	N	
Histopathology	FY1	9	75.67	40	43	N	
Obstetrics & Gynaecology	FY1	7	87.5	40	43.5	Y	
General Surgery	FY1	1	13	46.5	47	Y	
ENT	FY1	2	4.75	40	40.25	N	
General Medicine (RSH)	FY1	1	4.75	46.5	46.75	Y	
General Medicine (PRH)	FY1	2	24.5	46.5	47.5	Y	
Anaesthetics (RSH)	FY1	2	20.5	48	49	Y	
General Surgery	FY1	12	124	46.5	51.5	Y	
General Medicine (RSH)	FY1	2	25	46.5	47.5	N	
General Surgery	FY1	2	11	46.5	47	N	
Anaesthetics (RSH)	FY1	21	195	48	55.5	N	
General Medicine (RSH)	FY1	1	12.5	46.5	47	N	
General Surgery	FY1	4	36.5	46.5	48	N	
Anaesthetics (PRH)	FY1	22	170.5	40	46.75	Y	
General Medicine (PRH)	FY1	3	3	46.5	46.75	Y	
General Medicine (RSH)	FY1	10	41.5	46.5	48.25	N	
Total		885	8456.37				