

July 2019

(To be included in all future Medical Staff Induction Packs)

To: All Current & Future Doctors in Training
cc: All Current & Future Consultant & Specialty Doctors

RE: Working Time Directive (EWTD) and New Deal Compliance for Doctors in Training

The Trust is responsible for ensuring all junior doctors in training comply with the EWTD and/or New Deal requirements through the implementation and maintenance of rotas. This is a legal and contractual obligation. The working pattern determines the pay banding, which ultimately reflects the salary you will receive in return for the hours and intensity of the rota on which you work.

Although the Trust has made significant progress in implementing EWTD compliant rotas, which also maximise training and service provision, there is on occasion a need to modify agreed templates. For example, vacancies may occur, and in these circumstances the Trust has a contingency protocol which provides for interim, ring-fenced adjustments. If a change to your pay band results, this will not constitute a formal re-banding but will be temporary until the issues are resolved and the rota subsequently reverts to the agreed pattern. Your Clinical Leader is required to contact the HR Medical Staffing Manager if contingency arrangements are necessary.

It is the Trust's expectation that all junior medical staff will work in strict adherence to the rules of their rota template. With the exception of genuine emergency situations, you are expected to commence and finish your shift at the stated times. In addition you must make provision to take a rest break after approximately each 4 hour period. All Consultant and Specialty Doctors have a responsibility to ensure you are not required or expected to work outside these parameters.

If, during your time working with the Trust, you find yourself being expected to breach these rules, in non-emergency situations, you should contact the Human Resource Department as detailed below.

In conclusion, I would also remind you that you have a contractual requirement to participate in the monitoring of working time. This is currently conducted electronically using the Allocate Health Suite, Junior Doctor Portal, and normally occurs twice annually during the autumn and spring months respectively.

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If you have any concerns about your working pattern with regards to the hours, intensity, or feel pressurised to work at variance to the rota as specified, you are required to contact Mrs Tracey Clarke by email to tracey.clarke@setrust.hscni.net

You have a responsibility to identify problems to enable them to be addressed, and should not wait a monitoring period to highlight these.

Yours sincerely

A handwritten signature in black ink, appearing to read 'C J Martyn', written over a horizontal line.

Mr C J Martyn
Medical Director

Please Sign and Complete

I confirm that I have received the letter from the Trust Medical Director regarding EWTD and New Deal Compliance.

SIGNED: _____ DATE: ____ / ____ / ____

NAME in BLOCK CAPITALS: _____

SPECIALTY: _____

TRAINING LEVEL eg: FY1,2 CT1 etc: _____

