Management Executive

To: Regional General Managers HEALTH AUTHORITY

District General Managers MAR 1992

Chief Executives of NHS Trusts

Unit General Managers

General Managers of Special Health Authorities

Copy:Regional Task Force Chairmen

aN

**Department of Health**Richmond House
79 Whitehall
London SW1A 2NS

Telephone 071-210 3000

EL(92)9

19 February 1992

Dear Colleague,

#### Doctors in training: video on the new deal

- 1. This letter is to introduce a video, commissioned by the NHS Management Executive to explain the central elements of the new deal for reducing junior doctors' hours of work and the new patterns of working including shift and partial shift systems.
- 2. The video is intended not only for consultants and doctors in training, but also for managers and medical personnel staff. It is seen as an adjunct to the work of the regional task forces and visiting teams and is designed to:
- act as an authoritative explanation of the main features of the new deal;
- develop understanding of both the nature of the problem and the way hours controls
  can be implemented, while maintaining services and educational opportunities for
  doctors in training; and,
- act as a stimulus for local discussions on changing working practices.
- 3. Inevitably the video can only give a brief overview of the new deal. Regional task forces will be able to provide fuller information on the way in which they are tackling the implementation of the new deal locally.
- 4. I hope that you will encourage as many staff as possible to view the video. It is particularly important that consultants and junior doctors are given an opportunity to see the video and I would be grateful if unit general managers could arrange this.
- 5. There are no copyright controls on either the video or the leaflet which accompanies it. You may, therefore, make as many additional copies as you need.
- 6. Please address any enquiries on this letter to Ms B Levy, Branch HAP6A, Room 426, Portland Court, Great Portland Street, London, W1N 5TB.Telephone 071-972 8306.

Yours sincerely,

Dr Diana Walford
Director of Health Care/Medical Director
NHS Management Executive

n ang katalang da kang diginggan ana dalah kang atalah kang dan bang atalah da kang atalah da bang da bang da Bang da kang d

This letter, but not the video or the leaflet will be cancelled on 25 February 1993.



## IUNIOR DOCTORS' HOURS: THE NEWFDEAL

- The New Deal for junior doctors and dentists launched in June 1991 is intended:
- to bring an end to unacceptably long hours of duty
- to ensure that junior doctors and dentists have acceptable living and working conditions

		200 C	
- 4			
CONTRACTOR OF THE PERSON NAMED IN COLUMN TWO			
The second second	THE RESERVE OF THE PARTY OF THE		
			1
			100
		· · · · · · · · · · · · · · · · · · ·	<b>X</b>
100000		Company of the contract of the	200
	95	8	R
	State of the state		
			900
			- 5
	The state of the s		海 [
	and the second		$72^{\prime\prime}$
	G241		
		Same of the property of the Party of the Sales	American Contraction of
70	The second second		
SSE SSE VI. 1			
	<b>33</b>		
Care Care			
100			
TOME			
	ASSISTANTE DESTRETA		1000
		12	80
	Color of the Color		
	Substitute VC		
	W 25		
	100 APR		
	300		
	THE PROPERTY OF STREET		
UMMARY OF HOURS CONTROLS MAXIMUM ON ELLED		A	
200	Section 1881 To 1881	Tox Property Services	
	OLL SHIFT		Sand hall to be property.
NO CONTRACTOR OF THE PARTY OF T	Tr.	The particular bearing as he was	A may be delighed any many to the
KIND OF THE RESERVE		Sec. 22. 10. 10. 10. 10. 10. 10. 10. 10. 10. 10	
			more to the same of the same of the same of
	TI.		
All the second second	En contract de la con	minument of the same of	PRINCIPLE TO SERVICE
	, v e		28 28 34
	Control of the Contro		CONTRACTOR OF STREET
	Pro-		
	لسرد		AND DESCRIPTIONS

#### WHAT IS THE NEW DEAL?

At the heart of the New Deal is an agreement between the Government and the medical profession on working arrangements for junior hospital doctors and dentists. There are two key elements to this:

■ First, it introduces shift systems alongside the traditional on-call rotas. Shift working is particularly suitable for jobs where the workload is high and whi juniors are working much or all of the time

they are on duty, while rotas remain appropriate in units where the workload is lower and for those in higher specialist training.

- Second, it sets limits on the number of hours for which a junior doctor or dentist may contract, which vary depending on the type of working arrangement (the more intensive the work the shorter the maximum contracted hours). These are shown in the table above.
- The aim is to bring contracted hours down to a maximum average of 72 per week for hard pressed posts by the end of 1994 and for all posts by the end of 1996, though in certain circumstances doctors in higher professional training may continue to contract for up to 83 hours per week after that date.
- It also limits the maximum period of continuous duty under any of the working arrangements (again the more intensive the type of

ďΩ				Ad the
	\$1.5000004	48 + 62 in 100	48+62 (NXXXXX)	48+62 nations
		1 4	1. 6	Làl
<u>a</u> Z		A		<b>M</b> 5
			4 4	# A
7		reteason and	Committee (Control of	
- F		8.00		
$\tilde{\sigma}$	10.0	10.0		1
•		00	00	
0.0	ZES	i i		
	200			
. <u>□</u> ).	U-124 SALLEY	Electrical of	DESCRIPTION OF THE	e englandori
0	36			
- II	85			1118
11-2	Metallica Solution Deny		NO I	N.
	2005	<del></del>		TO KE
	- 88			
->-				e de como
62		į. Įm		
		-		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
			ter ter	
- 2		(A)		
- ≥				1.3
SUMMARY OF HOURS CONTROLS		FÜL SHET	PARTIAL SHIFT	ONCAL ROTA ROTA
07	100	<b>1</b>	2 1	8
		P++	V.	

work the shorter maximum period of duty) and specifies minimum off duty periods between periods of duty. These are shown in the table above

#### WHAT ARL THE PAY RATESTOR

## THE NEW WORKING ARRANGI MINTS?

Pay rates for out of hours working will vary depending on the type of working arrangements. The more intensive the working pattern the higher the hourly rate as shown in the table below.

#### WHY WILL THE NEW DEAL WORK?

There are several reasons why the New Deal will be successful.

- First, it has the support of all the signatories to the New Deal the Government, the consultants, the juniors, the Royal Colleges, and NHS management.
- Single solution to long hours but rather offers a range of solutions which can be adapted for use in local circumstances.

N/S				1000	No. 10 1		Court Service	300	Section		400
				688							2.5
							N-650		1000	1000	13.
							C ( )				
0			100	<b>100 XI</b>						42.5	
				5.0						5. 14.	330
				100							100
~ 1		ALCO IN	44.46	48.8					. 14	30	100
1	20.4	304 M			100% OF BASE	5.0	70% OF BASI		50% OF BASE		1235
. 19					400					3	0:07
4		3 022 100		1	111					A	0.00
₩ 1	S IS NO.			100				100	355	4.00	23.1
***		o a	1.0		<b></b>		`		<b>~~</b>		300
100			10 To 10		500		7.00	- Carolin			440
*	A COL	1 rd.			<b>.</b>		Ѿ.	8.8	•		14.13
(4)	f i				(1000) N						34.5
	500	STORES.	4		-		300	egrado.	12000	to No. No.	333
	200	N. O.		100							300
		100				33. 19	14200	August 1	100	N. 652	70000
A357.5											
- 1	(C) (C)	<u> </u>		100	1	411		ESCAPE.	35 13	TC 1972	250
-	REALTES, OF PASSA FOR	OUT OF HOURS WORK						100			S. W.
- 1	-		100					EL EL			4.3.4
- 1	1	FRE	0.00	100			-		State Line		35744
3	6 50										
į	3 <u>- 1</u>		100	1835	-		545596	Section 15	100		15.2546
- 1	ار چاپ				7	1			11.0	100	100
- 1		1220	Park Park				men.				11551
- 1					<b>—</b>					38.1	
- 1		- N			310						ફુલું કહ
į		g carls					<b>3</b>				
- 1		St. 51			<b>W</b>		2.00			Charles and the	:57.5
i					٦.		633		100	100	20 814
1			100	6					(4.3)	1	3
- }				Jan.	FULL SHIFT		PARTIAL SHIFT	e com	ON CALE ROTA	100	1.5
ļ				1 200	J				77		
- 1			11	100			41			0.2	
1				1883						100	
	37.22(4)			11332		1				53.55	125×
	XX2XX		1000		110	15343					
	CONTRACTOR OF	AND THE SECOND	COMPAND 35.3	C. March State	ME CONTRACTOR	VALUE AND COLD	177500000	of the particular	CONTRACTOR OF	THE PARTY OF THE PARTY.	3 3 3 3 5 1 3

- Third, Task Forces and Implementation Groups have been set up throughout the United Kingdom to ensure that change is delivered and their work will continue to be monitored by the Ministerial Group on junior doctors' hours.
- Fourth, money is being made available to help Authorities, Boards and Trusts to implement the New Deal, and particularly to allow them to employ more consultants and staff grade doctors where these are needed to help reduce hours locally.

## HOW WILL THE NEW DEAL IMPROVE

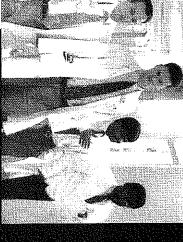
## LIVING AND WORKING CONDITIONS?

- The Ministerial Group on junior doctors' hours recognised that juniors were often required to do work which was not appropriate for medical training and that their accommodation was often poor. We expect local managers, supported by Task Forces and Implementation Groups, to look critically at the work which juniors do, and at the standards of accommodation provided.
- which it accompanies, can only give a brief overview of the New Deal. If you have any further questions you should address them to your unit management or to your Task Force or Implementation Group, who will be able to provide fuller information on the way in which they are tackling the implementation of the New Deal locally



Produced on behalf of the NHS Management Executive for the UK Health Departments
COJ/HSSH J1503NJ O/N 18852 2/92

# DOCTORS WENTER AND THE STATE OF THE STATE



Working arrangements for hospital doctors and dentists in training