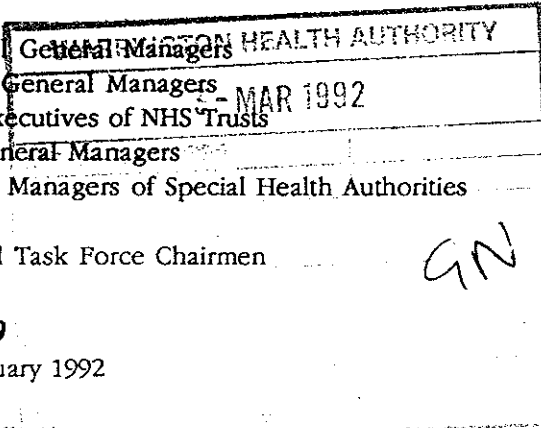


To: Regional General Managers  
District General Managers  
Chief Executives of NHS Trusts  
Unit General Managers  
General Managers of Special Health Authorities



Department of Health  
Richmond House  
79 Whitehall  
London SW1A 2NS  
Telephone 071-210 3000

Copy: Regional Task Force Chairmen

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

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



## JUNIOR DOCTORS' HOURS: THE NEW DEAL

- 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

SUMMARY OF HOURS CONTROLS	
AS SET BY THE 1991 CONTRACTS	BY THE END OF 1994
MAXIMUM CONTRACTED HOURS PER WEEK	
AS SET BY THE 1991 CONTRACTS	AS SET BY THE END OF 1994
60	56
72	64
83	72
	<small>(for hard pressed posts)</small>
<b>FULL SHIFT</b>	
<b>PARTIAL SHIFT</b>	
<b>ON CALL ROTAS</b>	

## 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 where 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

SUMMARY OF HOURS CONTROLS		
MAXIMUM CONTRACTED HOURS PER WEEK	AS SET BY THE 1991 CONTRACTS	BY THE END OF 1994
<b>FULL SHIFT</b>	14	48+62 (IN 28 DAYS)
<b>PARTIAL SHIFT</b>	16	48+62 (IN 28 DAYS)
<b>ON CALL ROTAS</b>	32 <small>(AT WEEKENDS)</small>	48+62 (IN 30 DAYS)

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 ARE THE PAY RATES FOR

## THE NEW WORKING ARRANGEMENTS?

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.
- Second, it does not seek to impose a single solution to long hours but rather offers a range of solutions which can be adapted for use in local circumstances.

## RATES OF PAY FOR OUT OF HOURS WORK

<b>FULL SHIFT</b>	<b>100% OF BASIC</b>
<b>PARTIAL SHIFT</b>	<b>70% OF BASIC</b>
<b>ON CALL ROTAS</b>	<b>50% OF BASIC</b>

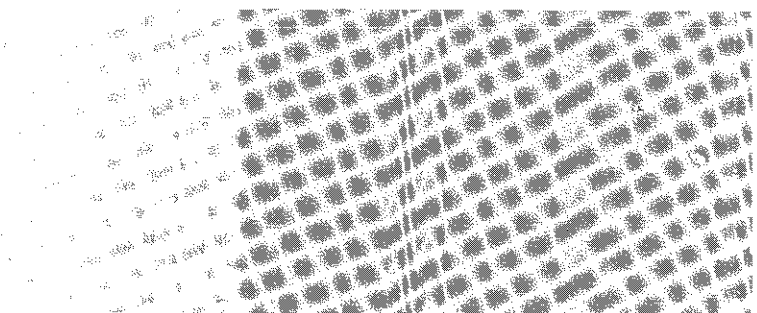
■ *Third, Task Forces and Implementation Groups have been set up throughout the United Kingdom to ensure that change is delivered and their work will continue to be monitored by the Ministerial Group on junior doctors' hours.*

■ *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.*

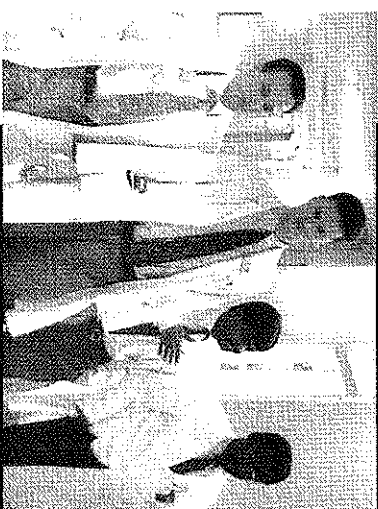
#### HOW WILL THE NEW DEAL IMPROVE LIVING AND WORKING CONDITIONS?

■ *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.*

■ *Incidentally this leaflet, and the video 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*



# junior THE DOCTORS NEW DEAL



*Working arrangements  
for hospital doctors and  
dentists in training*