Western Sussex Hospitals NHS Foundation Trust is responsible for ensuring all Junior Doctors work within the New Deal and European Working Time Directive (EWTD) regulations. In order to ensure that compliance within these regulations is maintained, there is a mutual obligation to work together 24/7, 52 weeks a year.

It is your responsibility to read the full guidance document (available via StaffNet) and ensure you are familiar with the obligations of the Trust and you as an employee.


Natural Breaks

As an employer, Western Sussex Hospitals NHS Foundation Trust believes that all employees should take their natural breaks, however we appreciate at times this may be difficult due to conflicting demands and, or patient care. Therefore; we would expect you as the employee to raise the fact that you are unable to take your natural breaks with your consultant on the basis that you feel that patient care is going to be compromised. Taking natural breaks is essential to all employees Health, Safety and general wellbeing as well as the wellbeing of the patients in your care. The expectation is that if employees are unable to take their natural break(s) at the appropriate times then you are to escalate the matter immediately to your Supervising Consultant so any issues can be identified and promptly acted upon.

Working Hours

There is an expectation that junior doctors will work according to the hours on the rota template, the Trust is aware that on occasions the needs of the patient may make this challenging. However, this should be the exception rather than the norm. In such cases there is an expectation that you will notify your Supervising Consultant or on-call Consultant so that a way can be found to remedy the situation so any issues can be identified and promptly acted upon.

Escalation Reporting

The Trust expectation is that escalating such issues applies 24/7, 52 weeks of the year including during a monitoring period. To aide escalating issues please refer the full guidance on Junior Doctor Hours of Work and Monitoring Hours. Issues must be reported and followed up in writing via the exception reporting form (Appendix 2) of the Junior Doctor Hours of Work and Monitoring Hours Guidance.

Fraud

Falsification of working hours for the benefit of either you or your employer is fraud. Fraud is defined as “criminal deception”. If you undertake to supply false information deliberately during the monitoring then you risk prosecution through the courts as well as censure from the General Medical Council. It is essential that you think of the monitoring process in exactly the same way as completing expense claims. The consequences of wilful dishonesty could be very serious.

Declaration

I confirm that I have read the above information and understand that I am responsible for informing my consultant and / or service manager and that I must complete Appendix 2 of the Guidance on Junior Doctor Hours of Work and Monitoring Hours if I am unable to take my break during a shift and / or I am required to work beyond my rostered hours.

Name:  
Signature:  
Date:  

Please sign both copies of this document and return one copy to the Medical HR Department. The second copy should be retained for your information.

Any queries or questions you have with regards to working hours issues please do not hesitate to contact Jane Berry, Medical HR EWTD Officer on 01903 205111 Ext. 84782 or Nicholas MacEvoy Medical HR Advisor on extension 84566.