



To: HPSS Board Chief Executives and Directors of Public Health
HPSS Trust Chief Executives, Medical and Human Resources Directors

GUIDANCE ON WORKING PATTERNS FOR JUNIOR DOCTORS

This guidance seeks to provide further advice and support for all those involved in ensuring delivery of both the New Deal and the European Working Time Directive for junior doctors. It has been developed and agreed by both the Department of Health, Social Services and Public Safety and the British Medical Association and should be read in conjunction with “Monitoring Working Guidance” issued by DHSSPS, guidance from the Royal Colleges on implementing the Working Time Directive for doctors in training and the current Terms and Conditions of Service for junior doctors.

From August 2004, the provisions of the Working Time Directive will apply to all junior doctors here. This date is set in regulations and is not negotiable. This document highlights the importance of reviewing existing working and training patterns and provides some helpful suggestions to aid compliance with the Working Time Regulations by the target date. It is essential that working patterns for doctors in training are effectively managed and proper use is made of the skills of other staff in order to achieve the standard of compliance required.

It is accepted that meeting these requirements will be a challenge to all concerned. However, Trusts have already made and are continuing to make significant efforts to achieve compliance with the requirements of New Deal for junior doctors and this hard work will go a long way towards achieving compliance with the Working Time Directive. We commend you all on your efforts.



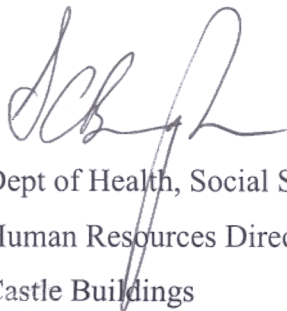
We recognise that local circumstances and pressures may create anomalies, but it is hoped that this Guidance will, in general, assist with common problems and solutions.

The Guidance has three main areas:

- i. An overview of the Working Time Directive and the main issues arising
- ii. Possible solutions to working pattern problems and examples of good practice, and
- iii Definitions, formula, protocols and other information to assist this change.

It is important Trusts ensure they have action plans in place to deliver WTD compliance as soon as possible and that action is undertaken immediately to achieve WTD compliance for doctors in training.

This guidance together with other related guidance can be found on the Department's website - www.dhsspsni.gov.uk



Dept of Health, Social Services & Public Safety
Human Resources Directorate
Castle Buildings
Upper Newtownards Rd
Belfast
BT 4 3SQ



NI Junior Doctors Committee
British Medical Association
16 Cromac Place
Cromac Wood
Belfast
BT7 2JB