

Working Time Regulations (WTR formerly known as EWTD)

We have had several queries from Registrars and Trainers about the impact of this on GPStR training in the practice. Firstly it is important to point out that practices must be WTR compliant with regard to their role as an employer of GPStRs.

The current situation for full time registrars is:

- ◆ They should be working a nominal 40 hour week as 10 sessions of four hours (or equivalent)
- ◆ 70% should be in clinical contact (surgeries, visits and related paperwork etc)
- ◆ 30% should be in dedicated educational activity which includes:
 - teaching in programmes (half or full day release)
 - individual or small group teaching/tutorial/debriefs in practice
 - individual private study or dedicated e-portfolio time.

WTR state the following conditions must apply:

- ◆ 11 hours continuous rest in 24 hours
- ◆ Maximum of 13 hours continuous work
- ◆ 24 hours continuous rest in 7 days (or 48 hrs in 14 days)
- ◆ 20 minute break in work periods of over 6 hours

Most confusion seems to arise around extended hours or out of hours shifts. There will be considerable variation in daytime working arrangements throughout the Deanery as well as the timing and availability of OOH sessions, depending on your OOH provider. This makes detailed guidance very difficult on an individual practice basis, (though if you have any doubts about your compliance with WTR you should discuss this with your programme director). The examples below might help.

The 13 hour rule is for continuous work. It does not mean the work has to be continuous. Therefore a registrar wanting to do a 5 hour evening shift can work up to eight hours during the same day, as long as they get the appropriate breaks as detailed above. This does not mean that they have to start late that day in order to work 13 hours, but that they can work an almost normal day then go on and do the 5 hour shift. It is the next day which is affected in terms of not being able to start until 11 hours after they finished work the night before.

The average hour rule can be applied, e.g. a registrar could work a shift on both a Saturday and Sunday as long as the following weekend they are free to have the "48 hour in any 14 days" break as specified above.

You can see from this how important it is for your GPStR to plan OOH sessions well in advance and to discuss their timing with you, to ensure that last minute cancellations do not have to be made to booked surgeries.