

Appendix A

Example 1 – rotas *training* at 60% of full-time and *working* at 60% of full-time

Full time (over sixteen weeks)

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Hours
1	0900-1800	0900-1800	0900-1800	0900-1800	0900-1800			45
2	0900-2200	0900-2200			0900-2200	0900-2200	0900-2200	65
3			0900-1800	0900-1800	0900-1800			27
4	0900-1800	0900-1800	0900-2200	0900-2200				44
5	0900-1800	0900-1800	0900-1800	0900-1800	0900-1800			45
6	2100-1000	2100-1000			2100-1000	2100-1000	2100-1000	65
7			0900-1800	0900-1800	0900-1800			27
8	0900-1800	0900-1800	2100-1000	2100-1000				44
9	0900-1800	0900-1800	0900-1800	0900-1800	0900-1800			45
10	0900-2200	0900-2200			0900-2200	0900-2200	0900-2200	65
11			0900-1800	0900-1800	0900-1800			27
12	0900-1800	0900-1800	0900-2200	0900-2200				44
13	0900-1800	0900-1800	0900-1800	0900-1800	0900-1800			45
14	2100-1000	2100-1000			2100-1000	2100-1000	2100-1000	65
15			0900-1800	0900-1800	0900-1800			27
16	0900-1800	0900-1800	2100-1000	2100-1000				44
							Average²	45.25

Rota contains: 40 normal days

14 long days

14 nights

Weekend frequency 1:4

Slot share: 60% LTFT – each doctor works 60% of normal days and 50% of out of hours (over sixteen weeks)

Doctor A

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Hours
1	0900-1800	0900-1800	0900-1800	OFF	OFF			27
2	0900-2200	0900-2200		OFF	OFF	0900-2200	0900-2200	52
3			0900-1800	OFF	OFF			9
4	0900-1800	0900-1800	0900-2200	OFF	OFF			31
5	0900-1800	0900-1800	0900-1800	OFF	OFF			27
6	2100-1000	2100-1000		OFF	OFF			26
7			0900-1800	OFF	OFF			9
8	0900-1800	0900-1800		OFF	OFF			18
9	0900-1800	0900-1800	0900-1800	OFF	OFF			27
10	0900-2200	0900-2200		OFF	OFF			26
11			0900-1800	OFF	OFF			9
12	0900-1800	0900-1800		OFF	OFF			18
13	0900-1800	0900-1800	0900-1800	OFF	OFF			27
14	2100-1000	2100-1000		OFF	2100-1000	2100-1000	2100-1000	65

² Please note that for the purpose of these examples the average hours figure is derived from the rota template before leave entitlement is calculated.

15			0900-1800	OFF	OFF			9	
16	0900-1800	0900-1800		OFF	OFF			18	
								Average	24.875
								Rounded average	25

Rota contains: 24 normal days (60% of full-time)
7 long days (50% of full-time)
7 nights (50% of full-time)
Weekend frequency 1:8 (50% of full-time)

Percentage of full-time trained: 60%
Percentage of full-time worked: $25/45.25 \times 100 = 55\%$

Doctor B

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Hours	
1	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
2	OFF	OFF			0900-2200			13	
3	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
4	OFF	OFF		0900-2200				13	
5	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
6	OFF	OFF			2100-1000	2100-1000	2100-1000	39	
7	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
8	OFF	OFF	2100-1000	2100-1000				26	
9	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
10	OFF	OFF			0900-2200	0900-2200	0900-2200	39	
11	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
12	OFF	OFF	0900-2200	0900-2200				26	
13	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
14	OFF	OFF						0	
15	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
16	OFF	OFF	2100-1000	2100-1000				26	
								Average	24.875
								Rounded average	25

Rota contains: 24 normal days (60% of full-time)
7 long days (50% of full-time)
7 nights (50% of full-time)
Weekend frequency 1:8 (50% of full-time)

Percentage of full-time trained: 60%
Percentage of full-time worked: $25/45.25 \times 100 = 55\%$

However, as not all of the zero hour days in the rota are in there as a safety control, subject to funding, the employer and the doctor(s) could agree to add more normal days into the rota to lift each doctor back to 60% overall

Doctor A

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Hours	
1	0900-1800	0900-1800	0900-1800	OFF	OFF			27	
2	0900-2200	0900-2200		OFF	OFF	0900-2200	0900-2200	52	
3			0900-1800	OFF	OFF			9	
4	0900-1800	0900-1800	0900-2200	OFF	OFF			31	
5	0900-1800	0900-1800	0900-1800	OFF	OFF			27	
6	2100-1000	2100-1000		OFF	OFF			26	
7	0900-1800	0900-1800	0900-1800	OFF	OFF			27	
8	0900-1800	0900-1800	0900-1800	OFF	OFF			27	
9	0900-1800	0900-1800	0900-1800	OFF	OFF			27	
10	0900-2200	0900-2200		OFF	OFF			26	
11			0900-1800	OFF	OFF			9	
12	0900-1800	0900-1800		OFF	OFF			18	
13	0900-1800	0900-1800	0900-1800	OFF	OFF			27	
14	2100-1000	2100-1000		OFF	2100-1000	2100-1000	2100-1000	65	
15			0900-1800	OFF	OFF			9	
16	0900-1800	0900-1800	0900-1800	OFF	OFF			27	
								Average	27.125
								Rounded average	27.25

Rota contains: 28 normal days (70% of full-time)
 7 long days (50% of full-time)
 7 nights (50% of full-time)
 Weekend frequency 1:8 (50% of full-time)

Percentage of full-time trained: 60% (could be raised if the extra days contributed to training)
 Percentage of full-time worked: $27.25/45.25 \times 100 = 60\%$

Doctor B

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Hours	
1	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
2	OFF	OFF		0900-1800	0900-2200			22	
3	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
4	OFF	OFF		0900-2200				13	
5	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
6	OFF	OFF			2100-1000	2100-1000	2100-1000	39	
7	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
8	OFF	OFF	2100-1000	2100-1000				26	
9	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
10	OFF	OFF			0900-2200	0900-2200	0900-2200	39	
11	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
12	OFF	OFF	0900-2200	0900-2200				26	
13	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
14	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
15	OFF	OFF	0900-1800	0900-1800	0900-1800			27	
16	OFF	OFF	2100-1000	2100-1000				26	
								Average	27.125

Rounded average	27.25
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Rota contains: 28 normal days (70% of full-time)

7 long days (50% of full-time)

7 nights (50% of full-time)

Weekend frequency 1:8 (50% of full-time)

Percentage of full-time trained: 60% (could be raised if the extra days contributed to training)

Percentage of full-time worked: $27.25/45.25 \times 100 = 60\%$