

Workforce challenges



Junior doctor workforce in 2014

- Low numbers of junior doctors – compared to national and regional position
- Reduced cover at the weekend, rota gaps and increasing work intensity
- High agency costs with variable quality
- Low morale and poor monitoring results
- Impact on length of stay and experience of patients and staff

Strategic approach

- Advanced Clinical Practitioners (ACPs) – long term strategy
- F3 roles – local trainees, choice of rotations, option of a career break
- CT3 roles – more senior role, support out of hours with clinic responsibilities
- Revised rota with hot and cold responsibilities

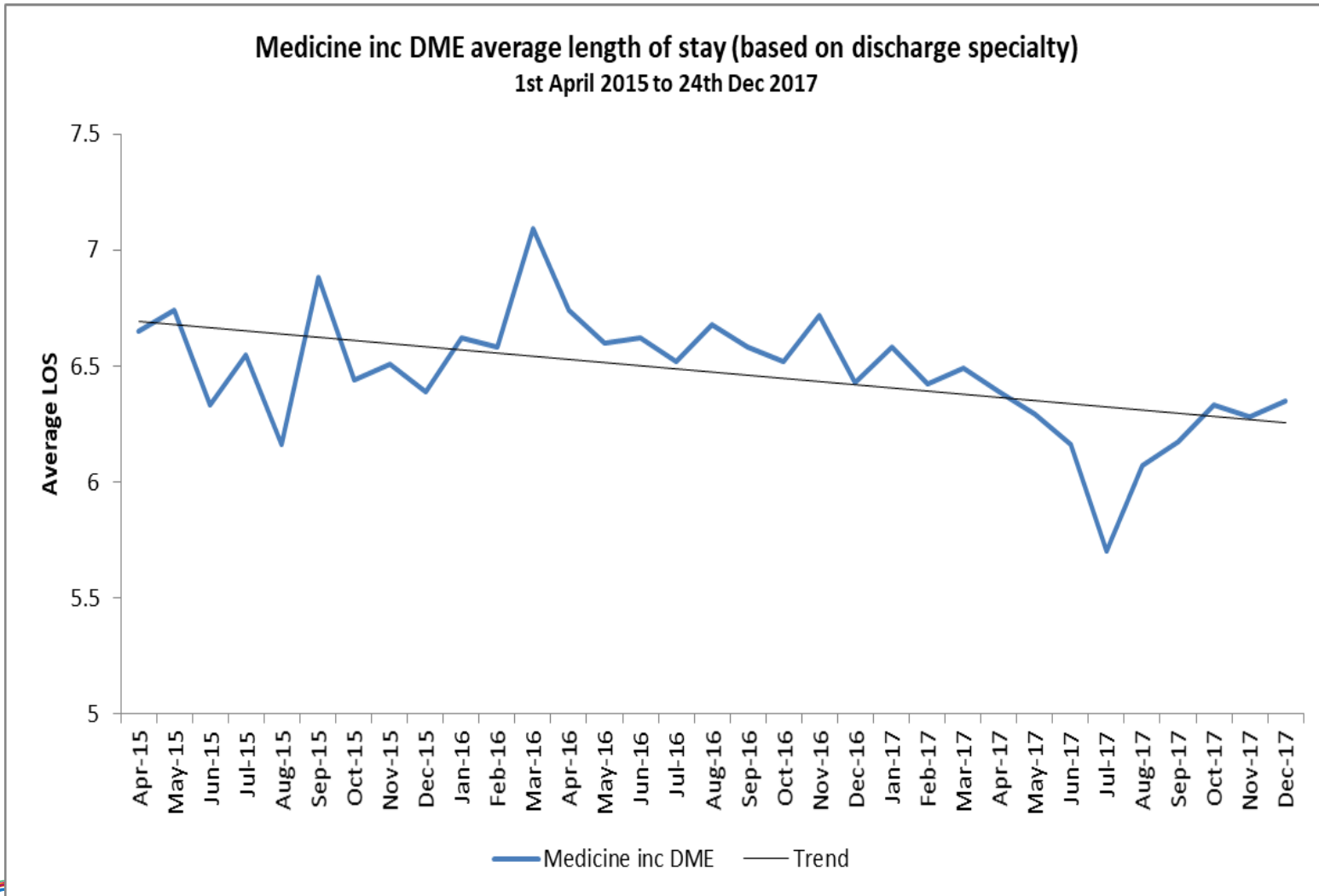
Funding arrangements

- Reduction in agency bill
- Growth in non-elective activity
- Reduction in weekend cover costs
- CT3 role includes outpatient income
- Support from medical specialties and Medical Director

Expanding role for ACPs

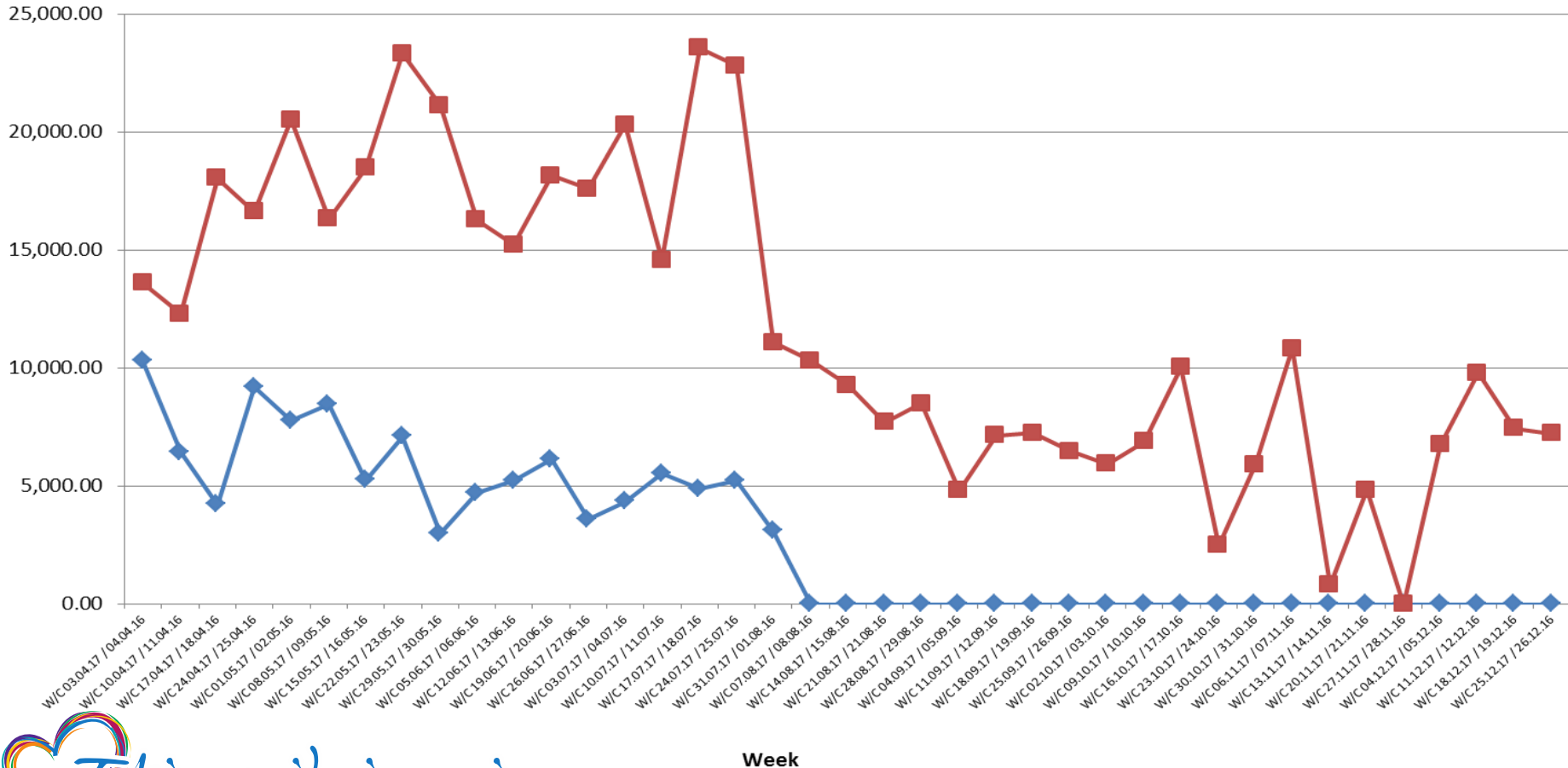
- Started as ward based, not all specialities
- Rolled out to all inpatient specialities
- Weekends 1:6
- Winter ward cover – minimum locum use
- New roles e.g. dialysis unit cover
- Flexible, multiple skills, clinical leadership & positive attitude

Impact on length of stay:



Agency expenditure

2017 SMBU
2016 SMBU



Week

Trainee Survey Results December 2017

9. Have you had any contact with the F3's or CT3's and if so, how have they affected your workload?			Response Percent	Response Total
12	19/12/17 9:55AM ID: 69866996	n/a - working in CED at present		
13	19/12/17 12:13PM ID: 69878778	No contact so far.		
14	19/12/17 1:33PM ID: 69885406	F3's were very helpful on the ward		
15	19/12/17 3:52PM ID: 69896889	Yes, they are helping a lot		
16	19/12/17 10:07PM ID: 69921921	Efficient. Well staffed. Well supported		
17	20/12/17 10:20AM ID: 69944967	THEY ARE EXTREMELY HELPFUL		
18	20/12/17 10:22AM ID: 69945157	Help with jobs but take away from other duties		
19	20/12/17 10:40AM ID: 69943489	They have been helpful especially with cross cover for the wards. They are normally nottingham trained and really very helpful and knowledgeable.		
20	20/12/17 12:50PM ID: 69957074	Yes. Unclear what difference they make. Better as numbers are increased but work as another SHO.		
21	20/12/17 12:59PM ID: 69958395	Have not seen any yet		
22	20/12/17 3:58PM ID: 69990630	Sometimes they help with flow on MAU but their is very divided between HOOH, MAU and CCU		
23	20/12/17 8:31PM ID: 70021622	Not had any contact yet		
24	20/12/17 9:15PM ID: 70025279	No		

1	Open-Ended Question	100.00%	27
1	13/12/17 12:49PM ID: 69511690	I feel listened to Generally there is an ethos to try to improve things for patients and trainees	
2	13/12/17 1:38PM ID: 69548978	n/a	

10. Would you recommend Derby Teaching Hospitals NHS Foundation Trust to future trainees?					Response Percent	Response Total	
1	Yes				100.00%	27	
2	No				0.00%	0	
Analysis		Mean:	1	Std. Deviation:	0	Satisfaction Rate:	0
		Variance:	0	Std. Error:	0	answered	27
						skipped	0

...ly working environment

...le and easy to talk to about clinical errors. go out of their way to teach.

...dmin team

...ary facilities.

9	15/12/17 11:06AM ID: 69658487	The consultant body is excellent - cohesive and motivated. The organisation is very good.
10	15/12/17 11:31AM ID: 69661227	Multiple Medical Specialities (Cardiology, Respiratory, Renal, Gastroenterology, Endocrinology and others) in one hospital make the patient care much more holistic and safer.
11	15/12/17 3:37PM ID: 69680575	Currently good staffing levels (currently, may change after winter) Well supported in specialty and HOOH
12	19/12/17 9:55AM ID: 69866996	good team work, staff morale is better here than other hospitals in the deanery
13	19/12/17 12:13PM ID: 69878778	Supportive environment generally, with consultants who care about doctors in training and do their best to support and provide opportunities for training. Other staff are always friendly and helpful making it a pleasant working environment.