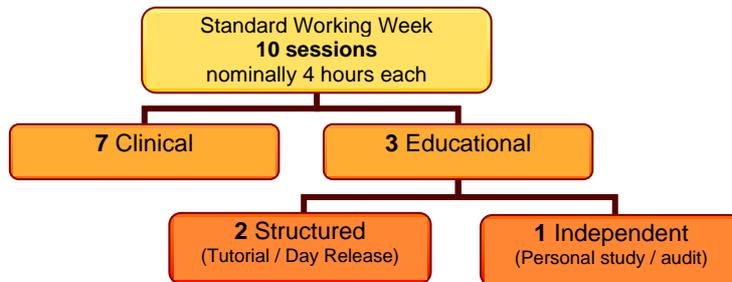


Hours of work

The issue of how the normal working week is defined for full time GP registrars has become increasingly prominent over recent months. Concern about this definition has been raised by both GP registrars and trainers alike.

The GP registrars subcommittee has been discussing how any definition could best ensure a practical mix of clinical and educational sessions whilst promoting a fair approach for all trainees, and agreement has now been reached with COGPED that the standard GP registrar working week will be divided into seven clinical sessions, and three educational sessions, as follows:



This outline working week replaces the recently issued COGPED framework document.

Flexibility is required when implementing this approach i.e. an extra educational session may be substituted for a clinical session to meet specific training needs. It is important to ensure the registrar undertakes at least one independent educational session per week due to the intensive training nature of the GP registrar year.

The subcommittee welcomes the new structure, which formalises protected educational time for the registrar and their trainer, and provides an excellent practical mix of clinical and educational sessions. The structure is also a good basis from which part-time/flexible trainees can work out their weekly schedule.

A clear definition of the standard GP registrar working week is now in place, and will be included in a revised version of the 'Framework for a written contract of employment', which will be available on the BMA website from April.

- The pattern of work will be different in each practice but the overall number of hours should be the same.
- It is essential that the GPR has 4 hours of timetabled personal study which can include audit and other preparation for e.g. Work Based Assessment (WBA).
- Sessions are 4 hours but can be split up across the week e.g. half-hour debriefs can be added together to make up educational time and personal study can be split into smaller blocks across the week.
- Sessions can be spread across the period of the post e.g. a longer course involving a whole or several days will result in less clinical sessions that week which can be "paid back" on weeks when there is no VTS session. This does not apply to induction.
- Structured educational time in practice can include tutorials, debriefs, clinical meetings, protected learning time sessions and joint surgeries but not OOH sessions. Joint surgeries are considered educational time if clinical workload is reduced by 50% e.g. 20 minute appointments instead of 10 minutes.

OOH is in addition to this 40 hour working week - even at EWTD 2009 (48 hours/week) this will be compliant. However time off the following day may be required.

Rest provisions (all from August 2004):

- 11h continuous rest in every 24h
- Minimum 20 min break if shift > 6h
- Minimum 24h rest every 7 days or minimum 48h rest every 14 days
- Maximum 8h work in every 24h for night workers