Monitoring the hours that junior doctors work

Rota monitoring is important

Scottish junior doctors committee (SJDC) has been working with the Scottish Government to ensure that there is a fair and consistent approach to rota monitoring in Scotland.

NHS Boards have a responsibility to make sure all junior doctors working hours and the rest/breaks they are receive are monitored.

It is important that junior doctors participate in rota monitoring to check that you are:
- On the correct banding allocation and being paid correctly.
- Working in a safe and sensible way.

3 key steps and what junior doctors should know

1. Pre-monitoring
   - Junior doctors should be given a minimum of 1 to 2 weeks’ notice of when rota monitoring will take place.
   - Pre-monitoring meetings should be held and you should be guided as to the local system being used.

2. Monitoring exercise
   - Each monitoring exercise will be for a minimum of 2 weeks, and all junior doctors should be monitored.
   - Monitoring should take place at a time which is representative of normal junior doctor routine.
   - Once monitoring has started, it should only be stopped in exceptional circumstances, and with agreement with all junior doctors being monitored.
   - A return rate of 75% of forms and at least 75% of shifts is required for a monitoring exercise to be considered valid.

3. Getting the results
   - Feedback results should be given to all junior doctors monitored within 3 weeks.
   - If the monitoring outcome is considered invalid or unrepresentative – re-monitoring must happen within the same six month period.
   - Trainees can request additional monitoring or a longer monitoring period to obtain a more representative sample of normal working patterns and the opportunity for re-monitoring should be allowed.

All junior doctors should take part in rota monitoring to ensure they are working in a safe and sensible way.

Any questions
- If you have any questions in relation to monitoring you should contact your local BMA representative or member of medical staffing.
- To speak directly to a BMA employment adviser on a monitoring query call 0300 123 1233.