INTRODUCTION

As part of the 2016 ACAS agreement between NHS Employers and the British Medical Association (BMA), a commitment was made to work collaboratively to develop good rostering guidance to support employers and doctors.

This guidance sets out the ways in which good rostering practice can be utilised to develop rotas. It aims to support and create an effective training environment that also meets the needs of the service, while enabling flexibility for doctors and employers, both of whom have a stake in the process.

The ongoing challenges facing the NHS underline the importance of organising resources effectively and efficiently in a way which brings mutual benefits to organisations, patients and doctors in the planning and delivery of high quality patient care. We have put together this good rota design and roster management guidance based on principles that we believe can be used to provide the framework for a collaborative approach. This guide will enable rota co-ordinators, managers and doctors to meet their shared responsibility for providing the best possible patient care and improving work life balance for doctors.

We are grateful to members of the NHS Employers working group and to representatives of the BMA for their work in developing this guidance.

Paul Wallace
Director of Employment Relations & Reward
NHS Employers

Dr Jeeves Wijesuriya
BMA Junior Doctors’ Committee Chair