

NHSE NW WTE Rota Fellow

As part of our strategy to support Resident Doctor wellbeing, NHS England Northwest are funding a Rota Fellowship scheme. We wish to appoint two Rota Fellows to build on the work of the 2023/24 Rota Fellow project and continue to improve Resident Doctor satisfaction with rostering in hospital placements. If two applicants are successfully appointed, they will cover half of the NW region each, with a degree of cross cover if required.

Core information

- Applicable to Higher Specialist Trainees (ST3 or above)
- Must be in a hospital-based training programme
- Must be in a specialty that has an out-of-hours rota
- One protected day per week dedicated to developing and improving rotas with the region
- **Applicants must be aware that this will reduce the working time that can be counted towards training.** For example, a full-time doctor will effectively become an 80% LTFT doctor for training purposes, and the training clock will be adjusted accordingly.
- **Must have TPD / HoS support before applying for the role**
- The role will involve working on a variety of rotas, not just rotas within their own speciality
- Tenure of 12 months maximum

Rationale & Role Description

When exploring Resident Doctor experience from survey data and qualitative feedback sources, rostering is the most common issue that impacts wellbeing. This is common across all specialities.

Trainee experience is better when there is trainee representation to aid local rota design and delivery. This is borne out in recommendations in the BMA Good Rostering Guide and from evidence from the 2023/24 NHSE NW Rota Fellow project.

The role of the regional Rota Fellow will be:

- To appraise the current literature and evidence around good rostering
- To familiarise themselves with the projects completed as part of the 2023/24 NHSE NW Rota Fellow project.
- To reach out to hospitals within their patch and discover if there are specific issues which would benefit from their input.
- To actively promote annualization and self-rostering as a viable and often preferable way of providing rostering
- To actively promote e-rostering
- To be present at regional meetings and conferences to promote good rostering and influence key stakeholders

Supervision

The successful candidates will be mentored by Dr Richard Hughes, the Associate Dean who led on the 2023/24 NW Rota Fellow project. This will enable the successful applicant to be fully informed of previous work.

Person Specification

Essential criteria

- Resident Doctor in-training, ST3 or above
- Must work in a speciality that has an out-of-hours rota
- An interest in, and good understanding of, medical rotas
- **Progressing satisfactorily in training with the capacity to take on an extra role for 12 months. This *must* be discussed with TPD or Head of School *before applying*. Evidence of TPD or HoS support *must* be provided along with the application.**
- A good understanding of the rules of rostering as per the 2016 Resident Doctor contract and the BMA Good Rostering Guide
- A desire to develop leadership and management skills.

Desirable criteria

- Evidence of involvement in rota design and delivery
- A sound understanding of the principles of annualization and self-rostering
- Experience of enacting change (e.g. previous Quality Improvement Projects)
- Knowledge +/- experience relating to quality in training.
- A desire to develop their management and leadership skills.
- Evidence of leading on a project / projects

Application Process

If you are interested in applying for the role, **please discuss with your TPD / HoS**, as taking up the role will reduce your clinical time proportionally (e.g. a full-time trainee will effectively become 0.8 WTE clinical for the purposes of training). This is likely to training progression points and total length of time in training.

To apply for the role, we require a personal statement (maximum 500 words) that demonstrates why you have the required skills / experience to perform the role effectively. Within this statement, please include details of which specialty you work in, **evidence that you have discussed this with your TPD / HoS and that they support your application**, and state which hospital you will be working in during August / September of this year.

Successful applicants will be shortlisted based on the qualities demonstrated in the personal statement. Shortlisted applicants may be invited to interview.

Please send your personal statement to Richard Hughes(richard.hughes31@nhs.net), copying in [Sameer.misra1@nhs.net].

Please feel free to contact Richard Hughes directly if any further information is required.