

Anaesthetics Rotas: Time for a change?

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Introduction

The latest GMC National Training Survey revealed that the risk of burnout amongst junior doctors is at an all time high¹. Research indicates that staff well-being notably enhances productivity, the quality of patient care, patient satisfaction, and the sustainability of our healthcare service².

The Anaesthetics department at Worcester Acute Hospitals NHS Trust have recently introduced a new rota system with the aim of improving trainee autonomy and wellbeing. dbRotas allows trainees to input their preferences ahead of rota generation, including annual leave, study leave, weekends off and 'not on call' days³. This survey looked at trainee feedback following the introduction of this system.

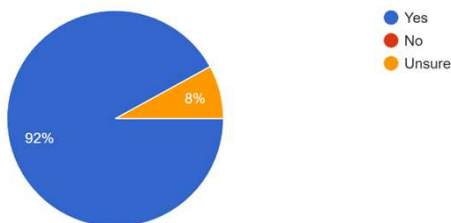
Summary of key results:

Of the 25 trainees surveyed:

- 84% were either satisfied or very satisfied
- 92% received all their annual leave requests
- 96% received all their weekend/not on call requests
- 80% stated improved work life balance and wellbeing
- 92% would like other trusts to start using dbRotas

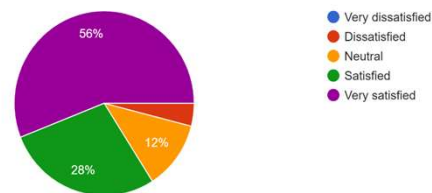
Would you recommend other trusts to implement DB rotas?

25 responses



How satisfied are you overall with the new DB rota system?

25 responses



Positive feedback

Thank you for investing your time in improving our rotas and work life balance

Overall very happy to have a system that allows a degree of freedom with rotas. Would recommend to other trusts/ colleagues

I have found the dbRota system has had a hugely positive on my work-life balance and wellbeing. If dbRotas had been in place from the start then I would have been less likely to move to less than full time training.

It's so good, so much better, now the technology exists this is evidence that nowhere should be using fixed rota templates.

The stress of swapping shifts is absent which is brilliant! Especially for planned exams and course this is excellent

Negative feedback

Less predictable work pattern

HR-generated work schedules become fairly meaningless – effectively have to take it on faith that the DB output matches the generic work schedule in terms of hours distribution and pay

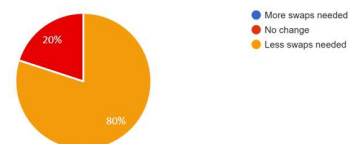
Integration with annual leave requests and CLW - would be better to have fewer systems for leave requests

The on call pattern. Some months I am on call quite often and some months there are rarely on call days.

Understanding your rota compared to others. Some discrepancy in amount of nights / weekends etc.

Has DB rotas affected the number of swaps you have needed or wanted to make with colleagues?

24 responses

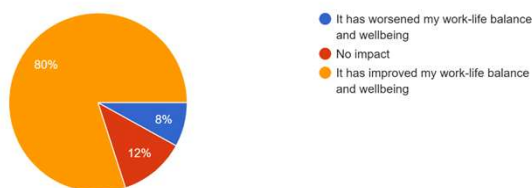


Conclusions

Overall, the results of this study suggest that the introduction of this system has improved the lives of anaesthetics trainees. Based on their feedback, we would advocate for continued use of dbRotas, and recommend that other trusts across the West Midlands also consider introduction of this system.

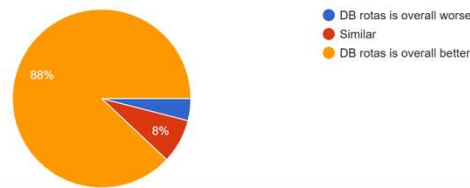
Do you think the implementation of DB rotas has affected your work-life balance and wellbeing?

25 responses



How do you feel the DB rota system compares with the rolling rota system previously used?

25 responses



References:

- 1 General Medical Council. National training surveys 2023: initial findings report. Available at: https://www.gmc-uk.org/-/media/documents/national-training-survey-2023-initial-findings-report_pdf-101939815.pdf
- 2 NHS staff management and health service quality. GOV.UK. 2019. Available at: <https://www.gov.uk/government/news/nhs-staff-management-and-health-service-quality>
- 3 Doctors rostering solutions. Available at: <https://www.dbrotas.com/index.php>.