

Trainee self-rostering: efficiency, empowerment & effective rota cover

Dr M Tonkins¹, Dr L Pengelly², Dr P Shannon³

¹ST4 Emergency Medicine and Intensive Care. michael.tonkins1@nhs.net

²Consultant Anaesthetist, RCOA College Tutor.

³Consultant Anaesthetist, Departmental Rota Lead



In self-rostering, trainees are responsible for allocating their shifts among themselves.¹



Self-rostering may promote empowerment, job satisfaction and work-life balance, but evidence is limited.¹



NHS Employers and the BMA recommend self-rostering as "aspirational best practice for outstanding employers".²



An increase in trainees gave us the opportunity to try self-rostering in our department during 2023-24.

May

June

July

August

September

October

November



Core team formed:
Trainee lead
Rota consultant
College tutor
Departmental admin

Stakeholder engagement:
Local & lead employer HR
Colleagues who self-roster
Departmental consultants
Incoming trainees

Rota calculations:
On-call commitment
Training days
Average weekly hours

Rota meeting

Work schedules

Novices complete Initial Assessment of Competence

Rota commences!



We'd never worked together before. We quickly bonded with emails & Microsoft Teams.



HR were very supportive of self-rostering; we met them several times.



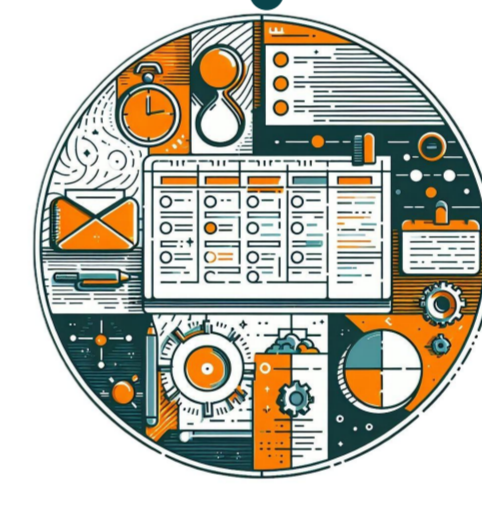
Colleagues at other hospitals in the region gave us good advice.



We built a spreadsheet in Microsoft Excel to calculate how many shifts each trainee would work.



A hybrid trainee-led meeting took 2.5 hours to roster 10 doctors for 3 months.



HR used a 'generic' rota for a full-time trainees, but made individual work schedules for LTFT trainees.



If a trainee required more time for IAC, the department used locums to cover their shifts.



Self-rostered shifts begin. Early in the month we held a meeting to self-roster the Feb - May quarter.

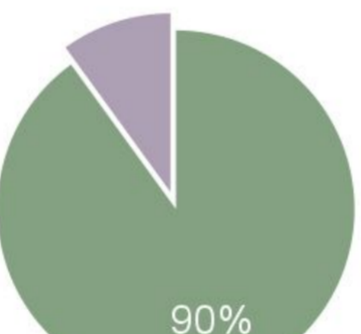
Wellbeing



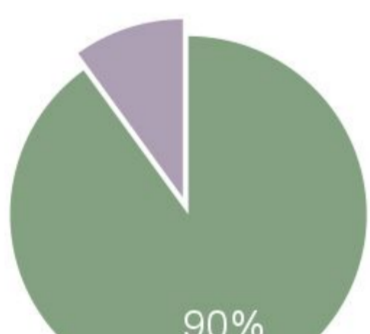
"Self rostering has improved my work-life balance"



"Self rostering has improved my sense of empowerment"



"Self rostering has improved my job satisfaction"



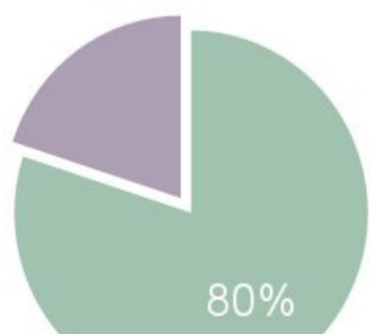
10 trainees, 91% response rate

● Yes
● Neutral
● No

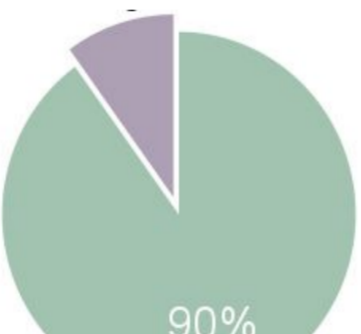
Training



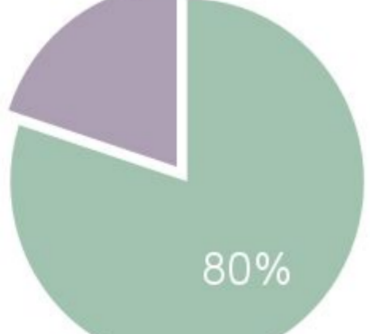
"Self rostering has allowed me to get the clinical training that I need"



"Self rostering has allowed me to attend teaching and courses"



"Self rostering has helped me prepare for and sit exams"



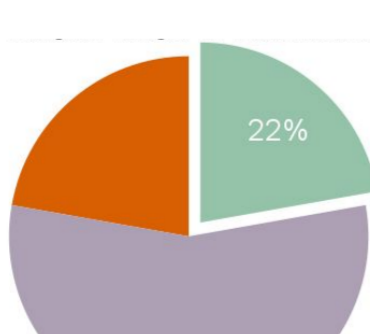
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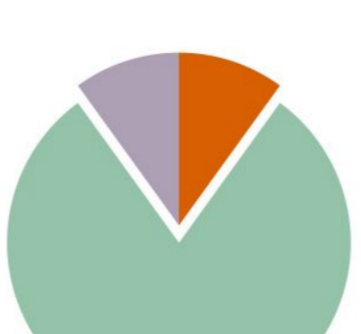
Administration



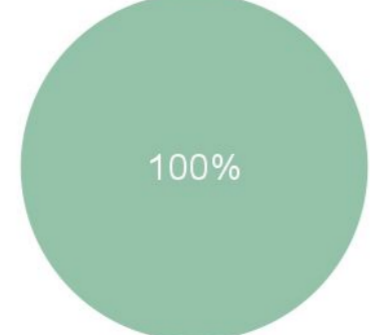
"Self rostering has reduced the administrative burden"



"Self rostering has allowed me to be paid correctly"



"Self rostering was a fair way of allocating shifts"



10 trainees, 91% response rate

● Yes
● Neutral
● No

“One respondent felt that self-rostering was a greater administrative burden but “worth the extra effort”

“One respondent's pay was incorrect “changing from Novice to on-call” but said “this would have happened regardless (self-rostered or not)”.

Trainees

“ Enabled me to take off time around my wedding and guarantee 10 days off for my honeymoon in June without the stress of arguing over rota slots and complex swaps

“ It was really helpful with planning my life, exams etc and it gave more control and job seemed really easy with this rota

“ Best on-call rota I have experienced

Rota Consultant

“ ...from my perspective, self-rostering has worked well. If the number of queries that I have had to deal with is a sensitive metric of success, then it's definitely been a success! This could be called the 'call-back' rate. **This rate has decreased from about one 'call' per week under the old 'slot-based' system, to about one per month under self-rostering.**

College Tutor

“ From my point of view it seems to be working really well, trainees seem happy and the admin team are happy! ... I haven't noticed any problems with list allocations, it's always up and down through the week and I don't think that's been worse to the standard rota. **It's definitely something we intend to continue.**

Medical HR

“ Since self-rostering was introduced in your area, it has given me peace of mind knowing it is being handled and that we aren't going to find non-compliant rotas or even rotas that are different to our work schedules down the line ... **It's been great collaborating for a better experience for everyone.**

Departmental Admin

“ From our point of view it's been a great success. **Certainly in terms of having less on call shifts to cover than we have ever had.** It's been pretty straight forward once we received everyone's rota getting CLW [the departmental rota software] uploaded with the all info.

All stakeholders supported self-rostering

Trainees felt they had control over their work and home lives.

The rota consultant dealt with fewer problems.

The College Tutor found no training difficulties.

Medical HR benefited from collaboration and accurate work schedules.

The departmental administrative staff had fewer shifts to cover.

Future work

Surveying the scale of self-rostering in UK anaesthetic departments.

Time series analysis to investigate potential benefits of self-rostering.

Economic analysis to determine the cost implications of self-rostering.

