

Reference Number: FOI202223/427
From: Commercial
Date: 22 November 2022
Subject: Details of funding to improve rest facilities for junior doctors

I am writing regarding funding provided by the government in 2019-20, distributed to your Trust via Health Education England (HEE), to improve rest facilities for junior doctors in line with the BMA Fatigue and Facilities Charter.

I understand from HEE that your Trust was provided with of this funding.

Q1 Please detail how this money was spent on improving rest facilities for junior doctors.

A1

Item/area of Expenditure	Total Funds Allocated
Computer and IT equipment	£4260.60
Soft Furnishings and Furniture for the Mess	£33,137.21
Provisions for the Mess	£1,713.00
Refurbishments	£21777.08
Total	£60,887.89

Q2 Please provide me with any documentation that the Trust holds (e.g. board papers, business plans, emails) that documents the allocation of this funding and the justification for its use.

Q3 Please provide me with any documentation that the trust holds (e.g. board papers, business plans, emails) that documents how the Director of Medical Education and Junior Doctors' Forum in your Trust determined, signed off and monitored the allocation of this funding.

A2 - A3 Please see attached document: (JDF) Notes. This show the allocation, justification and the process the Junior Dr Forum (JDF) Committee used to use the funding.

Staff names exempted under Section 40: Personal Information.

The Trust received £60,888.33 in 2019. The purpose of this funding was to “*improve working conditions for junior doctors*” and “*to enhance facilities and the working environment for junior doctors on their premises.*” – As stated in the letter dated 16/05/2019 that accompanied the funding. Please see attached document: 16 May 2019 - Funding to improve working conditions for Junior Doctors

The letter also states: “*The aim of the funding is to improve the working conditions for junior doctors. It is suggested that the BMA Fatigue and Facilities Charter will be used as a guide to inform the use of the funding locally but, it is recognised, circumstances and need will vary by location.*”

Consequently, there is some flexibility to invest in other projects outside of the charter to

improve junior doctors working conditions, if signed off by the Junior Doctors' Forum."

The spending of these funds was determined by the junior doctor body – with the approval from the DME and Guardian of Safe Working. The Junior Doctors' Forum discussed the funding at meetings, the Mess representatives canvassed the junior doctors at the Trust for ideas on how best to use the funding. A consensus was agreed between the Junior Doctors and the funding was allocated to specific items accordingly. The Mess representatives along with speciality reps oversaw the project agreed the spend, and purchases were made amounting to the full amount of funding received.

Staff names exempted under Section 40: Personal Information.

Q4 If your answers to questions 1-3 above do not account for the full amount of the funding in question, with which your Trust was provided, please detail what happened to the remainder.

A4 Information not held – all funding has been allocated and spent

Graham Lamont
NHS Trust Director of Medical Education
Alder Hey Children's NHS Foundation Trust

Directorate of Education and Quality
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Russell Square
London WC1B 5DN

By email only



16th May 2019

Dear Graham,

Funding to improve working conditions for Junior Doctors

You will be aware that, in his letter of 18 September 2018 to Dr Nagpaul, BMA Council Chair, the Secretary of State announced that he was making available to NHS Trusts in England £10 million to be spent in agreement with junior doctors locally to improve working conditions for junior doctors.

A group was convened to agree the fair allocation of this funding across the country. This was chaired by Health Education England and comprised representatives including the BMA Junior Doctors Committee, NHS Employers and the Academy of Medical Royal Colleges.

The group agreed that NHS hospitals including mental health trusts and some community trusts in England should receive £30,000 each to be used to enhance facilities and the working environment for junior doctors on their premises. In addition, it was agreed the remaining balance of £3.7 million should be shared equally among some hospitals, mental health trusts and community trusts which are in greater need of investment (using data collated from a number of sources).

The hospitals, mental health trusts and community trusts identified in greater need of investment will receive a total of £60,833.33 each.

To ensure the funding is used to make improvements that will impact positively on the working conditions of junior doctors, the committee agreed that proposals will have to have the endorsement of junior doctors and sign off committing to delivery of the proposals by the senior managers in each hospital / mental health trust / community trust. Consequently, it was agreed the Director of Medical Education and Junior Doctors' Forum should determine, sign off, and monitor, the funding allocation locally.

The aim of the funding is to improve the working conditions for junior doctors. It is suggested that the BMA Fatigue and Facilities Charter will be used as a guide to inform the use of the funding locally but, it is recognised, circumstances and need will vary by location.

Consequently, there is some flexibility to invest in other projects outside of the charter to improve junior doctors working conditions, if signed off by the Junior Doctors' Forum.

To account for the appropriate use of the funding, hospitals / mental health trusts / community trusts will be required to document the allocation of their funds, alongside the justification for its use and provide this to their board. This information should also be available to the BMA Local Negotiating Committee on request for review. We will also wish to use this documentation in future to publicise the improvements made for junior doctors with this investment.

I am pleased to inform you that Alder Hey Children's NHS Foundation Trust will receive the sum of £60,833.33 to make improvements that will impact positively on the working conditions of junior doctors.

The payment will be made through the Learning and Development Agreement (LDA) and we will work with individual hospitals / mental health trusts / community trusts to update the next available LDA schedule. For some this will be monthly, for others this will be quarterly.

For further information, please refer to the list of Frequently Asked Questions which have been published on NHS Employers' website.

Yours sincerely



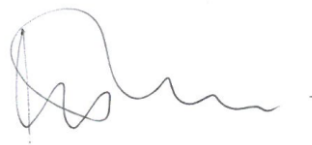
Professor Sheona MacLeod
Deputy Medical Director for Education
Reform and Postgraduate Dean, Health
Education England



Dr Jeeves Wijesuriya
Chair of the British Medical Association
Junior Doctors Committee



Danny Mortimer
Chief Executive, NHS Employers



Professor Caroline MacEwen
Chair, Academy of Medical Royal
Colleges

CC Louise Shepherd, Chief Executive, Alder Hey Children's NHS Foundation Trust
Sir David Henshaw, Chair, Alder Hey Children's NHS Foundation Trust

JDF 18.6.2019

■ confirmed that the Trust had been given money to spend on improving facilities for doctors in trainees, and she was aware that there have been groups of trainees meeting with Medical Director to decide how to spend this and it was understood that the funding was being used for mess facilities.

■ advised that there was a survey being prepared on what the money can be best used for. Sleeping facilities to be improved? Any specific one off items for mess? Formal survey will start next week, with feedback at beginning of July.

■ confirmed that the proposal for within tree house was one bedroom and a flexi bedroom (which will be used as office space during the day. Timescale – quickest start of building beginning of September.

Any objections to using the space in that was let ■ know.

JDF 1.10.2019

Work is on-going to create a doctors' mess in the tree house, the kitchen is done, there will be a downtime area, an office with pc and couch, will be a room where trainees can rest but there can't be a bedroom due to the fire regulations of atrium. The Trust is looking at other options for providing bedrooms for 'too tired to drive home' and non-resident on call.

■ asked for clarity on what the Trust is spending of the £60K. ■ will send a list of what is planned and ask if there are any other facilities.

JDF 17.12.2019

■ confirmed that there was currently temporary furniture in the mess, and it was being used by mainly paediatricians.

■ confirmed that recliners would be available within the tree house.

Trainees raised that there was not a working microwave within the tree house. ■ agreed that this would be in place by the end of the week. ■ advised that it may not be possible to keep the toaster due to fire regulations, and she will check this with the Estates team.

■ asked how much had been spent; ■ advised that probably in the region of £10K.

Discussion took place on what else the money should be used for, It was agreed to look into:

- the facilities that PICU needed for their junior doctors, as they could not leave the unit.
- Whether it was possible to put a roof on the tree house, to reduce noise.

JDF 7.4.2020

Some funding needs to go to PICU rest facility – PICU have asked for a reclining chair. Haven't heard from Surgical team.

See how the recliners work over the next few weeks.
Process is in place to replenish tea, coffee etc in the Mess.

JDF 11.6.2020

■ confirmed :

- an architect report on the roof was expected tomorrow
- another company was coming in to look at lighting
- iPads have been purchased and covers & locks have been ordered.

JDF 23.7.2020

Trainees to let ■ know what furniture to change. ■ to ask ■ to look into

Trying to identify facilities for PICU colleagues

No decisions to be made without agreement of JDF

Cold tap – ■ to confirm

JDF 24.9.2020

■ confirmed that the cost of the roof was £13 – 15, with a £2K annual maintenance fee, which would need to be funded by the Trust

■ agreed to speak to the trainees and come back to the next JDF with firm ideas on how to spend the remaining funds.

JDF 3.12.2020

■ confirmed that the meeting with the contractor and trainees did not happen as there had been developments in relation to whether the money should be spent on the roof as social distancing had reduced the numbers that could use the mess. ■ confirmed that the vote on the roof had been a roughly 50/50 split for and against, and there was an issue with the slatted design of the roof as it did not give the desired privacy in terms of discussions not being overheard.

■ advised that there were ongoing discussions about furniture for the PICU room. ■ confirmed that the cost of this furniture would need to come to the JDF for sign off.

JDF 23.2.2021

■ confirmed that PICU have formed a trainee group and had identified the rooms that could be used.

■ confirmed that ■ has asked for a couple of items, need trainees to confirm which coffee machine. Have put a request in for plug to be moved, to allow the fridge to be moved creating space for a worktop to accommodate the coffee machine.

The trauma & orthopaedics team trainees will be getting a room in outpatients later this year, will need fridge, microwave, lockers, coffee machine, tables and chairs, possibly TV, plus chairs for PICU.

■ is asking the anaesthetics trainees if they require anything with regards to any furniture or other items that they need in their department. ■ advised that the requirement is sofas

■ asked whether a dishwasher had been mentioned for the Mess. ■ confirmed it had been ordered.

■■■ asked ■■■ to circulate the costings to the group as the approval needs to come from the JDF for the expenditure.

JDF 20.5.2021

■■■ confirmed that :

- Dishwasher has been ordered
- Chairs & lockers for T&O have been sorted
- PICU have chair
- Surgical trainees have asked for beanbags and projector
- T&O regs have asked for a sleep room, will work with the team to see if anything can be done.
- Surgical trainees have asked for a sofa bed.

■■■ asked about hot & cold taps. ■■■ confirmed that the price had increased, asked to change this to a water cooler.

■■■ advised that the Cardiology team have a rest room and had asked for small items such as kettle & toaster.

■■■ reiterates about the need to find another space for the medical team. ■■■ advised that she has suggested taking pods away and putting cubicles instead, and she will continue to look for this space.

JDF 19.8.2021

Need sign off today for water coolers – 1 to be installed in the mess, and 1 in PICU. Also a screen in the office on 2A, to give a bit of privacy in the evening time.

Any objections to the funding for water cooler and screen (none received, so JDF approval given).

■■■ stated that there was still a need to sort out a roof or a rest place for trainees on Paeds.

■■■ advised that ■■■ has asked in the chat, can I order 4 bed buddies for ED. No objections raised. 4 bed buddies will be ordered.

JDF 11.11.2021

■■■ confirmed that

- the bed buddies have arrived and will be put in the appropriate areas.
- Water coolers have been installed in the Mess and PICU
- Dishwasher tablets are now on order
- Still receiving fruit, milk, bread, etc.

■ agreed to meet with ■ & colleagues to come up with a plan for where to put the bed buddies.

A& E have one bed buddy for their quiet room.

JDF 17.2.2022

■ advised that she has sent a questionnaire to trainees on how best to spend the remaining funds.

In relation to the mess roof ■ has put a picture in the chat, and as the tree house is not load bearing it is difficult to put a full roof on, but the proposal will be private as people will only be able to see shadows, not see in. ■ advised that a decision needed to be made on the roof, so funding can be allocated to it.

■ confirmed that she would order another two bed buddies to replace the couches.

JDF 30.6.2022

The roof will be done soon, so will need to make sure everything is out. ■ will meet with Building Services Manager to agree what needs to be moved.