

## GUIDANCE ON HOURS OF WORK AND REST REQUIREMENTS

**New Deal hours limits and rest requirements as set out (for the NHS in England) in MEL (1999) 40 amended in respect of weekend rest requirements.**

### **Maximum number of contracted hours for each working pattern**

On-call rotas	72 hours per week
Partial shifts and 24 hour partial shifts	64 hours per week
Full shifts	56 hours per week

Hybrids: Hours' calculation is based on a combination of each working pattern involved (as defined in MEL (1999) 40)

### **Maximum number of actual hours**

Irrespective of the number of contracted hours, the number of hours on duty and the working pattern, no junior doctor should be expected to undertake more than 56 hours of actual work a week.

### **Controls on duty periods**

<b>Working pattern</b>	<b>Maximum continuous duty</b>	<b>Minimum period off duty between duty periods</b>	<b>Minimum continuous period off duty</b>
<b>1.1 Full shift</b>	14 hours	8 hours	48 hours + 62 hours in 28 days
<b>Partial shift</b>	16 hours (except 24 hour partial shifts)	8 hours	48 hours + 62 hours in 28 days
<b>On-call rota</b>	32 hours (56 hours at weekend)	12 hours	48 hours + 62 hours in 21 days

#### **Notes:**

- Maximum number of continuous duty days for all working patterns is 13 days, followed by a minimum of 48 hours off duty
- Duty hours: all hours working or on-call (including rest while on duty)
- Actual hours: all hours on duty carrying our tasks for the employer, including periods of formal study leave or teaching

### **Rest requirements**

<b>Working pattern</b>	<b>Natural breaks</b>	<b>Minimum rest during the whole of each duty period</b>	<b>Minimum continuous rest guide</b>	<b>Timing of continuous rest</b>
<b>Full shift</b>	Yes	Natural breaks	At least a 30 minute continuous break after approximately 4 hours continuous duty	At least a 30 minute continuous break after approximately 4 hours continuous duty
<b>Partial shift</b>	Yes	Natural breaks if no out of hours duty. Otherwise one quarter of the out of hours duty period *	Frequent short periods of rest are not acceptable	At any time during the duty period
<b>24 hour partial shift</b>	Yes	6 hours	4 hours	Between 10pm and 8am
<b>On-call rotas</b>	Yes	Mon-Fri: one half of the out of hours duty period **. <b>Weekends: see revision note below</b>	Minimum 5 hours	Between 10pm and 8am

#### **Notes:**

Reasonable expectation of rest: in each of the working patterns, rest targets must be met during at least 75% of all rostered duty periods.

\* e.g. 5pm to 9am Mon to Fri = 4 hours; 8am to midnight Sat or Sun = 4 hours

\*\* e.g. 5pm to 9am Monday to Friday = 8 hours