

Rota innovation & e-Rostering in a large District General Hospital

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Background



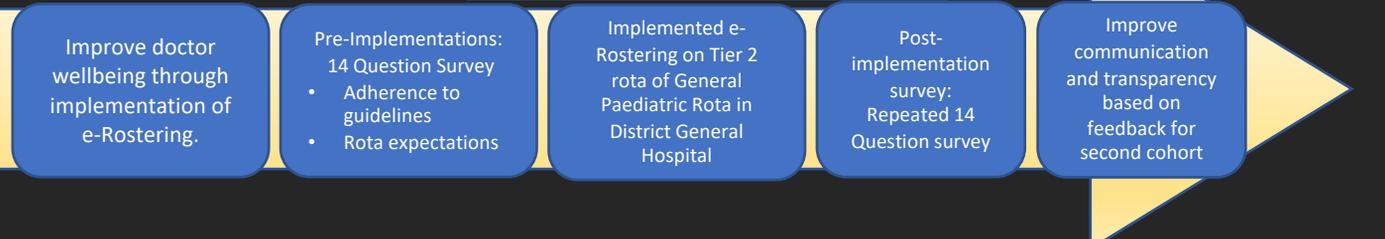
Large Engagement Survey Study of Junior Doctors across Welsh Health Board
"The rota coordinators / people who create the rota care nothing about the people who are on the rota or whether the days off/ EWTD days are shared equally"



"Trainees expect to be facilitated in taking annual leave and study leave"

BMA Fatigue and Facilities charter "Full allocation of annual, study, and other kinds of leave, with flexibility for doctors to take leave"

Improvement Journey



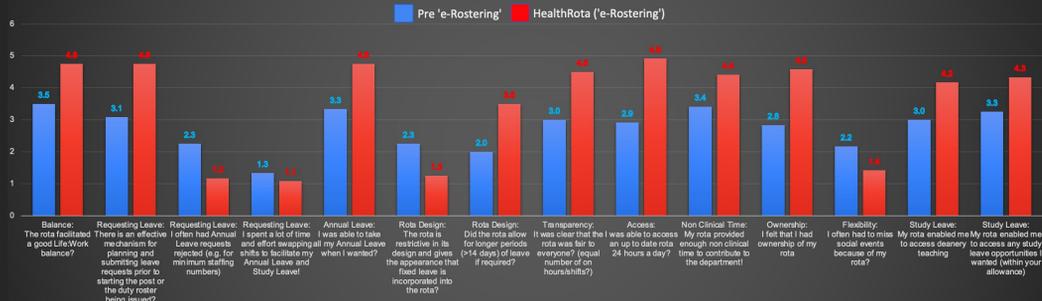
4 Members of a Trainee led MDT worked together: Teaching fellow, Rota Manager, Trainee and Paediatric Consultant.

12 **Method** Trainees / Clinical Fellows Completed Pre & Post e-Rostering implementation survey

14 Q's answered on a 5 point Likert Scale. Categories included: Work Life Balance, Leave Requests, Rota Design, Transparency, Access, Flexibility, Ownership

"Creates a better work life balance" **Results** "Rota gives us ownership, feel valued as a team member"

Comparison of Rota Platforms Pre and Post Implementation of HealthRota



QR Scan for More Detail or http://bit.ly/BMJ_HR_Results

"Much less Stressful"

"A breath of fresh air"

"Absolutely fantastic"

14 Q's Average Scores
 Pre = 3.0 Post = 4.2
Overall Score Improvement +1.24

Conclusion

Despite COVID-19 impacting on the junior doctor experience. HealthRota still proved to be a much more popular and efficient system across all important aspects of medical rotas.

References

http://bit.ly/BMJ_HR_References

