

## Factsheet – rota rules for GP practices

For full details please refer to schedule 3 of the [terms and conditions of service \(TCS\)](#).

Rule	Notes
Max 48 hour average working week*	A guardian of safe working hours fine will apply if this rule is breached
Max 72 hours work in any seven consecutive days	A guardian of safe working hours fine will apply if this rule is breached
Max 13 hour shift length	
Max 8 consecutive shifts, at least 48 hours rest following the final shift	
Max frequency of one in two weekends can be worked	Weekend work - any shifts/on-call duty periods where any work falls between 00.01 Saturday and 23.59 Sunday
Normally at least 11 hours continuous rest between rostered shifts (separate on-call provisions below).	Breaches of rest subject to time off in lieu (TOIL) which must be given within 24 hours. In exceptional circumstances where rest is reduced to fewer than eight hours, time will be paid at a penalty rate and the doctor is not expected to work more than five hours the following day. A guardian of safe working hours fine will apply in this circumstance.
30 minute break for five hours work, a second 30 minute break for more than nine hours	A guardian of safe working hours fine will apply if breaks are missed on at least 25 per cent of occasions across a four week reference period. Breaks should be taken separately but if combined must be taken as near as possible to the middle of the shift

\* Maximum permissible by the contract; the maximum for which Health Education England will reimburse the practice is an average of 40 hours per week.

There are some other shift rules, but these would not normally apply in a general practice setting. See Schedule 3 of the terms and conditions of service for details. In particular, trainees undertaking additional locum work should ensure they are familiar with all of the contractual and regulatory limits in Schedule 3, as these will apply to all hours worked, including hours worked for any other employer.