

Rota rules at a glance

The below table highlights the rota rules outlined in the [terms and conditions of service](#) (TCS) and provides further notes for employers on each rule. For full details please refer to schedule 3 of the 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 consecutive period of 168 hours	A guardian of safe working hours fine will apply if this rule is breached
Max 13 hour shift length	On-call periods can be up to 24 hours
46-hours of rest required after any number of rostered night shifts	
Max 4 consecutive long shifts*, at least 48 hours rest following the fourth shift	Long shift (a shift rostered to last longer than 10 hours)
Max 4 consecutive long daytime/evening shifts, at least 48 hours rest following the fourth shift	Long evening shift: a long shift starting before 16.00 rostered to finish after 23.00 (a long shift starting after 16.00 will fall in to the definition of a night shift)
Max 4 consecutive night shifts. At least 46 hours rest following the third or fourth such shift	Night shift: at least 3 hours of work in the period 23.00 to 06.00. Rest must be given at the conclusion of the final shift, which could be the third or fourth
Max 7 consecutive shifts* (except on low intensity on-call rotas), at least 48 hours rest following the final shift	Low intensity on-call: duty on a Saturday and Sunday where 3 hours, or less, work takes place on each day, and no more than 3 episodes of work each day. Up to 12 consecutive shifts can be worked in this scenario provided that no other rule is breached
Max frequency of 1 in 3 weekends can be worked	Weekend work (any shifts/on-call duty periods where any work falls between 00.01 Saturday and 23.59 Sunday) Authorisation for a rota using a pattern greater than 1 in 3 should require a clearly identified clinical reason agreed by the clinical director and be deemed appropriate by the guardian of safe working.
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 8 hours, time will be paid at a penalty rate and the doctor is not expected to work more than 5 hours the following day. A guardian of safe working hours fine will apply in this circumstance

<p>30 minute break for 5 hours work, a second 30 minute break for more than 9 hours</p> <p>A third 30-minute paid break for a night shift rostered to last 12 hours or more</p>	<p>A guardian of safe working hours fine will apply if breaks are missed on at least 25 per cent of occasions across a 4 week reference period. Breaks should be taken separately but if combined must be taken as near as possible to the middle of the shift</p>
<p>Specific to on-call working patterns</p>	
<p>No consecutive on-call periods apart from Saturday & Sunday. No more than 3 on-call periods in 7 consecutive days</p>	<p>A maximum of 7 consecutive on-call periods can be agreed locally where safe to do so and no other safety rules would be breached; likely to be low intensity rotas only</p>
<p>Day after an on-call period must not be rostered to exceed 10 hours</p>	<p>Where more than 1 on-call period is rostered consecutively (e.g. Saturday/Sunday), this rule applies to the day after the last on-call period</p>
<p>Expected rest while on-call is 8 hours per 24 hour period, of which at least 5 hours should be continuous between 22.00 and 07.00</p>	<p>If it is expected this will not be met, the day after must not exceed 5 hours. Doctor must inform employer where rest requirements are not met, TOIL must be taken within 24 hours or the time will be paid. A guardian of safe working hours fine will apply in this circumstance.</p>
<p>No doctor should be rostered on-call to cover the same shift as a doctor on the same rota is covering by working a shift</p>	<p>Unless there is a clearly defined clinical reason agreed by the clinical director and the working pattern is agreed by both the guardian and the director of medical education</p>

*As soon as reasonably practicable from August 2019, and in any event as soon as possible before 5 August 2020, the employer will consult with doctors and agree to alter existing rotas.