



# ZIRCADIAN

SOFTWARE AND SERVICES  
FOR MANAGING HOSPITAL DOCTORS

Zircadian is the premier supplier of doctor management software to the NHS. We are here to help you organise your medical workforce effectively.



## Zircadian is selected as the specialist provider of doctors' e-rostering across the East and West Midlands

After a careful evaluation of competitive options by the East Midlands SHA, both the East and West Midlands regions have chosen Zircadian for e-rostering of their junior doctors and consultants.

Belinda Riddell, HR Category Manager at the NHS re:source Procurement Hub for the East Midlands region, commented: "During our evaluation, it became clear that doctors' rostering has very different requirements to nurses' rostering. Zircadian is the only supplier capable of providing an effective solution that meets doctors' rostering requirements. Zircadian already supplies over half of NHS trusts in England

and Wales with workforce solutions for both junior doctors and consultants. Most important to us was that only MRM-Live was able to deliver key requirements over the other solutions, such as import of existing contractual rotas, assessment of unique compliance rules, and integration of deanery post and placement information. We very much look forward to working with the team at Zircadian."

### Why design a system specifically for doctors?

Zircadian's e-rostering system is tailored to the unique needs of doctors. It will help trusts comply with the WTD and New Deal, control pay and minimise locum use. It will also help trusts deliver a safe clinical service, protect doctors' training time and provide those doctors with as much flexibility as possible on the roster. As with e-rostering for nurses, an e-rostering system for doctors will increase transparency, flexibility, control over leave and swap requests, and will improve work/life balance. However, it will additionally help the trust manage the complex rules governing the ways doctors can work, and

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help identify which doctors are available at short notice to cover absent or sick colleagues.

Like all workers, doctors have to comply with the Working Time Directive (WTD). Yet at any point in

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time approximately 25% of doctors are working non-resident on-call duties rather than the more common shifts worked by most nurses. This type of working arrangement can create health and safety issues which the trust is obliged to monitor. For example, if a doctor fails to get 11 hours rest when on-call, they are entitled to compensatory rest as it may be unsafe

for them to return to work in the morning, especially if this work is invasive or requires high levels of concentration. These additional pressures can threaten WTD compliance. With an e-rostering system designed specifically for doctors, the trust and doctors can easily monitor these issues and together work out the safest course of action.

In addition to WTD regulations, junior doctors must also comply with the New Deal. This stipulates that every junior must be assigned to a New Deal compliant, template working arrangement. This template forms the basis of the duty roster and determines pay. However, without an e-rostering system the rota template is difficult to adhere to. Any New Deal breaches on the roster, resulting from badly managed swaps or changes, can result in the doctors being awarded expensive penalty bands. These unexpected Band 3 payments can be crippling for a trust and are something that they are keen to avoid, yet find difficult to prevent with paper-based rostering. Zircadian's solution allows the roster manager to automatically generate a roster based on these templates, easily achieve and maintain compliance, and avoid such higher banding costs. ■

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For further information on Zircadian's e-rostering system for doctors please contact **Michael Sealy** on 020 8946 8199  
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