

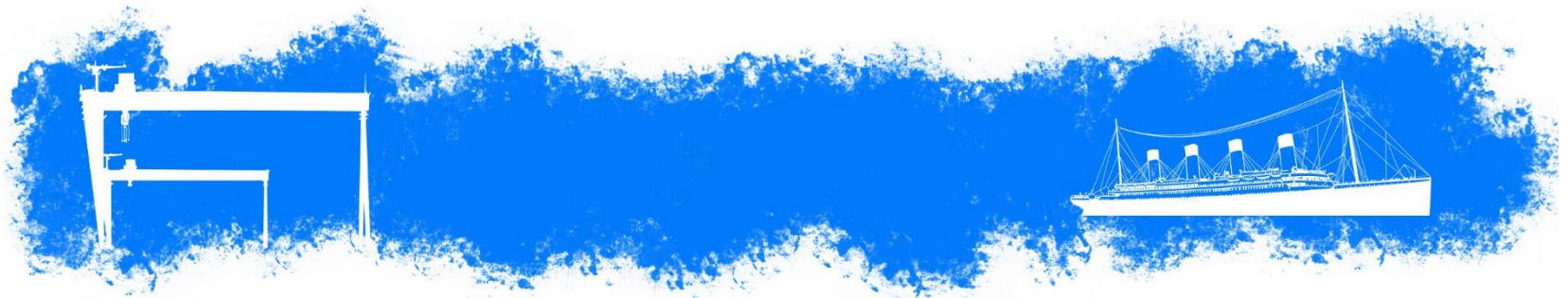


**5 - 6 May 2016**

Titanic Centre, Belfast

# Less than full time working on the AMU- advantages and disadvantages

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- “Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do.”

*Steve Jobs*



- Professional versus Personal
- The two are inextricably linked.



# My own perspective

- I have CCT in general internal medicine and elderly care medicine
- I work less than full time in AMU and do rapid access elderly care clinic
- I have 4 children aged 3, 5,7 and 9.
- I still love my job



# Less than full time (LTFT) working in today's NHS

- Increasing number female doctors - GMC state of annual medical education and practice report
- Negative press views on 'feminisation of NHS'



# Demographics

- Not in dispute.
- More females entering the profession.
- Females are probably more likely to request part time working
- BMA workforce planning report 2014



# Gender of doctors 2010-2014 taken from GMC The state of medical education and practice in the UK report 2015

**Figure 11: Gender and age (years) of licensed doctors in 2014 and change since 2010\***

Type of doctor	Gender and age (years)			Change during 2010-14	
	Under 40	40-49	50 over	Overall number	50 years and over
GPs	18,437	17,819	24,023	4% ▲	2% ▲
% female	63%	56%	37%		
Specialists	13,727	29,838	29,817	13% ▲	13% ▲
% female	42%	37%	25%		
Other doctors†	24,293	11,046	10,233	-4% ▼	-17% ▼
% female	50%	38%	32%		

\* For full number set, please go to [www.gmc-uk.org/somep2015](http://www.gmc-uk.org/somep2015).

† Doctors on neither the GP nor the Specialist Register and not in training.



## Reasons why people choose LTFT working

- Family reasons –as parents of young children or carers for increasingly frail elderly relatives is only one possibility
- NHS Improving Working Lives Initiative
- Society ?





# Many other reasons for LTFT working

- Other specialties – combining medical interest with other interfacing specialties
- Research/Academia
- Medical education



# Reasons for LTFT working

- Ill health
- Approaching retirement – increasing retirement age



# Deciding to work LTFT hours

- "...the only way to be truly satisfied is to do what you believe is great work...." – *Steve Jobs*
- Personal/professional – working less than full time does not mean compromising on the work we do or the care that we deliver



# Deciding to work less than full time

- Duties as a doctor – GMC Good medical practice
- Make the care of your patients your first concern
- Keep knowledge and skills up to date
- Work with colleagues in ways that best serve patients' interests – including rotas/out of hours
- Continuity and coordination of care



# Acute medical unit

- Twice daily consultant led ward rounds/consultant led service
- 7/7 service
- Definition – patients' length of stay limited
- High turnover patients
- More 'sessional work'
- High intensity work



# AMU – advantages/disadvantages

- Knowledge/skills up to date across a broad specialty mix – challenging but always interesting
- Cpd requirements are equal for LTFT workers



# AMU –advantages/disadvantages

- Working hours – challenge.
- Within 7/7 working – plenty of work to go around
- One size does not fit all -
- Work to find individual solutions within organisation



# AMU

- Continuity of care challenge.
- Job shares possibility but not always available or suitable
- AMU - Shorter length of stay
- Twice daily consultant ward rounds





# AMU

- Team work – not a ‘lone’ consultant
- Regular feedback/scrutiny
- Work within the whole multidisciplinary team
- Interfacing other specialties



# AMU

- LTFT worker in AMU doesn't have to feel any less part of the team.
- During time 'on the floor' can contribute equally compared with any other full time colleagues
- Interesting, challenging variety of work – helps keep your knowledge base up to date



# Personal

- LTFT because of my 4 young children
- Husband – surgeon
- Childcare – nanny/crèche/breakfast clubs/summer schemes
- Invaluable grandparents



# Personal

- Childcare is not 24/7
- No matter how well organised you are – expect the unexpected



- Thursday 5<sup>th</sup> May 2016 – SAM Belfast
- Thursday 5<sup>th</sup> May 2016 – Elections
- Thursday 5<sup>th</sup> May 2016 – Schools closed to act as polling stations ( not on official holiday list)
- Thursday 23<sup>rd</sup> June referendum
  
- Could they not hold elections at weekends ?



# LTFT working

- There are challenges ahead for the NHS with increasing LTFT workers
- Anyone's personal situations can change
- Desire to keep working and contributing



- Thank you
  - my family
  - My colleagues at SE trust

