

The benefits of Zircadian's MRM-Live Roster Module for junior doctors . . .

EWTD monitoring

Continually monitors a doctor's working arrangement for a single employer, to provide an up-to-date, accurate record of working time, rest, any breaches and how those breaches were resolved.

New Deal compliance

Aligns the duty roster to the contracted rota, meaning tighter control of New Deal compliance on the roster and significantly reduced risk of unexpected higher banding costs.

Better use of internal resources

Reduces demand for external locums by identifying available doctors within the trust. Identifies doctors with the right competencies and available hours, including those that have opted out of the 48-hour limit, to cover unexpected service gaps. Further reduces locum costs by ensuring prospective cover arrangements are adhered to on the roster.

Increased safety and reduced risk

Improves health and safety by minimising the risk of tired doctors, reducing the need for external locums, and preventing gaps in the daytime and on-call clinical service.

Accurate, accessible information

Allows accurate roster information to be accessed by doctors, nurses, medical staffing, roster managers, night managers and the bleep desk. This means better communication and faster decision-making.

Continuous and safe service delivery

Reduces the risk of service interruptions by automatically identifying potential shortfalls in daytime and on-call service resulting from swap or leave requests.

Greater accountability and transparency

Provides a full audit trail of all changes made to a published roster, and alerts the user to any potential compliance or coverage issues for a requested change. If the change goes ahead the reason for the decision is recorded.

Reduced workload and admin costs

Significantly reduces time spent building and managing the duty roster, thereby allowing smarter and more cost-effective deployment of resources. Clearer responsibilities and better sharing of information prevents duplication of effort.

Happier doctors

Minimises inequitable working arrangements between doctors on the same roster. Doctors can achieve a better work-life balance by being able to access an up-to-date roster, identify when they can take leave and who they can swap with.



Unique Challenge	MRM-Live Solution
<p>Doctors' employment contracts specify complex working arrangements on which their pay is based. This means their work is not as flexible as that of other employees and rosters must be based on the existing rota patterns.</p>	<p>The MRM-Live roster module talks directly to the MRM-Live rota system. At the click of a button, the relevant, 'live' rotas are used to create the basic roster and this preserves the existing pay bands.</p>
<p>In addition to service commitments, doctors' rosters must satisfy the training requirement of deaneries and royal colleges. Posts and placements must be carefully synchronised with rotas and rosters.</p>	<p>The MRM-Live post module manages the post and placement information allocated to the trust by the deanery. This post information automatically shows which doctors are available to work on which roster, and when. It is extremely difficult to roster doctors effectively without this post and placement information.</p>
<p>It is vital that roster managers are informed when the minimum coverage of senior doctors is breached. Roster managers must be aware of both critical and normal coverage requirements.</p>	<p>The MRM-Live roster module warns roster managers when coverage falls below normal and critical levels via email and text message.</p>
<p>Rosters must be designed to deliver necessary service levels, but in addition they need to define which doctors are bleep holders and have on-call responsibilities.</p>	<p>The MRM-Live roster module allows roster managers to define on-call responsibilities, assign them to doctors, and assess the on-call coverage. The MRM-Live roster module shows both on-call and daytime coverage reports for different users.</p>
<p>Doctors have unique rules and legislation in the form of the New Deal and EWTD which must be considered when building rosters.</p>	<p>The MRM-Live roster module is the only system available that assesses both New Deal and EWTD compliance against rosters, rotas and doctors. Users are alerted to potential breaches. This eliminates the chance that you unknowingly incur expensive penalty payments or breach health and safety legislation.</p>
<p>Doctors often have spare capacity in their rosters to provide a significant source of locum work. This spare capacity should be considered first before using external locums.</p>	<p>Whenever a vacancy appears on the roster, the MRM-Live roster module allows a manager to search across the trust (and other local, participating trusts) for doctors who have spare capacity on their rosters and may be willing to do extra work. These doctors can be quickly contacted by text and email before using locum agencies to source external doctors.</p>
<p>Significant numbers of doctors move between trusts and departments every three to six months. These migrations need to be managed effectively and synchronised with ESR.</p>	<p>The MRM-Live roster module talks to ESR via a two-way interface and manages the movement of doctors in and out of the trust, minimising manual input and reducing clerical errors.</p>