

Guardians of Safe Working Hours

Background

The Guardians of Safe Working Hours (GoSWH) ensure that doctors and dentists in training continue to work in a safe and supportive environment, with adequate opportunity for rest and can make best use of the educational opportunities. Resident doctors can raise reports which are directly reviewed by GoSWH. We engage with resident doctors, trainers, deployment, and managers to find workable solutions. We hold quarterly Resident Doctor forums, feed into Education committee meetings and report annually to the Trust Board.

Key Achievements in 2025/26

The Terms and Conditions for Resident Doctors set out clear requirements for issuing penalties when safe working conditions are not met. Reinstating this process was a key objective for 2024–25, recognising its importance in safeguarding both patient care and staff wellbeing. Working closely with our Deployment and Finance teams, we have now established a robust pathway for identifying breaches, confirming their validity, and collecting the associated penalties. We also ensured effective and proactive communication with Resident Doctors and CSU managers so that the process is well understood and embedded into routine practice.

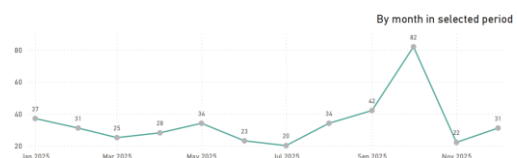
In line with the Leeds Way value of *Fairness*, we are developing a standardised and equitable approach for how these funds can be accessed and utilised. All monies collected will be ring-fenced for initiatives that directly

improve the working conditions and overall wellbeing of Resident Doctors.

National reforms to the exception reporting process have been implemented from February 4th 2026. These changes are significant and will alter the workflow for every exception report submitted, including who can view them and how they are actioned. In preparation, we have worked collaboratively with Resident Doctors, the CMO team, PGME, Deployment, and software providers to ensure LTHT is fully ready for the transition. This has involved updating internal processes and supporting engagement so that the new model can be implemented smoothly across the organisation.

In the last 12 months there were 407 exception reports, out of which 11 were raised as immediate safety concerns. The majority were for additional hours and resulted in payment.

Figure: monthly numbers from January to December 2025



Aims for 2026/27

Analyse how exception reporting reforms impact the number, type and spread of reports across CSUs and training grades in the coming year.

We will continue to work towards improving engagement with Chief registrars, BMA representatives and the management to adapt to the new reforms.