



Cymru Wales



NHS Wales Employers
Cyflogwyr GIG Cymru

BMA Industrial Action – Consultants & SAS Doctor Strike Action

‘Christmas day’ Minimum Cover Definition

28th March 2024 v.5

This definition document is based on:

- **action which is no more than 24 hours if adjacent to a weekend or bank holiday, or**
- **action which is midweek and no more than 48 hours.**

It does not replace or reduce the need for the emergency derogations process and/or the major incident derogations process.

The aim of the document is to support services to develop rotas for the period of industrial action which will maintain patient safety. The document is not intended to be used as a framework for a mandatory level of service provision.

The document is written recognising that the baseline staffing for strike action is the LEVEL OF SERVICE DELIVERED ON EACH CLINICAL SITE IN WALES ON CHRISTMAS DAY 2023.

Any level of service above that provided on Christmas Day will need to be agreed locally with the JLNC. Where agreement cannot be reached a derogation request will need to be developed.

Suggested Approach:

- **Rotas should be constructed using Christmas Day 2023 as the baseline.**
- **It is recognised that service provision provided on Christmas Day varies across Wales. The definition should act as a guide, but services must respond to the individual status of patients to avoid harm.**
- **During the strike, doctors below Consultant/SAS level will be at work as on a normal working day. Other key members of the clinical team will also be in work (e.g. ANP, PA, Physio, OT etc). In this respect hospital staffing will differ from Christmas Day levels of cover. When**

constructing rotas junior staff and other patient facing clinicians will need clarity on who to contact if clinical advice is required or patient concerns escalated. Where a consultant is usually on call for a specialist service on Christmas Day this may be the route of escalation. Where a specialist consultant is not on-call but specialist junior medical staff or ANPs are in work, clarity will be needed as to who should be contacted for advice.

- Once rotas have been constructed, they should be reviewed by clinical teams to ensure that a Christmas Day level of cover is sufficient to ensure patient safety. Where there are concerns that the rota in place will not be safe this needs to be discussed internally in the first instance to ascertain whether local or regional mitigation is possible. Where safety concerns remain, these should be escalated via an agreed derogation process.
- Where the term “Consultant” is used below this can be substituted for “SAS” doctor where an SAS doctor delivers care being referred to.

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
Emergency medicine	Emergency medicine	Where this represents a usual Christmas Service a standard of cover in line with RCEM standards is expected. The number of hours consultants are present on site should be as for Christmas Day. Following review of staffing levels if there is a safety concern this should be escalated in the manner described in the introduction.	N/A	No cover for anything other than emergency recalls No review clinics No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
Medicine	Acute medicine	Where this represents a usual Christmas Service a standard of cover in line with SAM/RCP standards, depending on size of intake is expected. Consultant cover for SDEC for full opening hours if this is part of usual Christmas Day Cover (all Wales hospitals that have an ED are currently required to work 7 days a week 12 hours a day) for	Consultant cover for the Acute Medical Take is expected. Actual hours required will vary dependant on the acute medicine/specialty medicine arrangements in each system. In larger hospitals this is likely to be in addition to the acute medical on call consultant	No cover for hot clinics unless these are part of a Christmas Day Service No routine outpatients or any specialty work undertaken by acute medicine except as part of normal Christmas Day cover. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
		new and booked urgent FU patients. Where acute medicine consultants also undertake triage/streaming activities these would be expected to be in place 365 days a year		
	Cardiology	Tertiary service cover for primary PCI Acute cover for urgent cardiology admissions	CCU/CMU ward round Review of acutely sick cardiology in-patients Urgent pacing	No routine angiography or consultant led investigations. No outpatient clinics No review of stable inpatients unless required for discharge decision making i.e. in absence of a criteria led discharge plan. No MDTs No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Respiratory		Ward round of all acutely sick respiratory inpatients as per usual Christmas Day cover arrangements.	No outpatient clinics No review of stable inpatients unless required for discharge decision making i.e. in the absence of a criteria led decision plan. No bronchoscopy apart from emergency bronchoscopy or on Critical Care Units as part of emergency management No MDTs/cancer pathway management decision making. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
	COTE	Acute frailty service if available	<p>Ward review of acutely sick inpatients if this is part of a usual Christmas Day Service.</p> <p>Usual on call arrangements should apply for Community Hospitals or lower acuity settings.</p>	<p>No routine consultant cover for community hospitals.</p> <p>No routine cover for community hospitals.</p> <p>No outpatient clinics</p> <p>No MDTs</p> <p>No Procedure/day case investigations</p> <p>No review of stable inpatients unless required for discharge decision making i.e. in the absence of a criteria led decision plan.</p> <p>No consultant review of rehab/community hospital inpatients</p> <p>No patient related administration</p> <p>No medical student or trainee teaching (unless on the job as part of working duties)</p>
	Gastroenterology	Emergency Interventional Endoscopy for GI bleeding (on-call endoscopy rota) at a level that reflects usual Christmas Day Cover	<p>Review of acutely unwell gastroenterology inpatients as per Christmas Day arrangements</p> <p>Urgent non-bleeding as per Christmas Day arrangements</p> <p>Emergency ERCP as per Christmas Day arrangements</p>	<p>No routine/urgent endoscopy</p> <p>No routine/urgent ERCP</p> <p>No outpatients</p> <p>No elective day cases e.g. ascites management</p> <p>No MDTs</p> <p>No review of stable inpatients unless required for discharge decision making i.e. in the absence of a criteria led decision plan.</p> <p>No patient related administration</p> <p>No medical student or trainee teaching (unless on the job as part of working duties)</p>

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
	Diabetes and Endocrinology		Review of unstable/sick inpatients as per Christmas Day arrangements	No outpatients No routine medical obstetric clinics No review of stable inpatients unless required for discharge decision making i.e. in the absence of a criteria led decision plan. No day case investigations No MDTs No patient related administration No medical student or trainee teaching (unless on the job as part of working duties) No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Neurology (tertiary)	Emergency cover for advice as per Christmas Day arrangements		No outpatients No review of stable inpatients unless required for discharge decision making i.e. in the absence of a criteria led decision plan. No day case investigations No MDTs No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Nephrology	Emergency cover for dialysis centres as per Christmas Day arrangements	Review of all sick inpatients including in Critical Care Units as per Christmas Day arrangements	No outpatients No review of stable inpatients unless required for discharge decision making i.e. in the absence of a criteria led decision plan. No day case investigations

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
				No MDTs No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Medical, Clinical and Radiation Oncology including acute oncology services	Acute cover for urgent oncology admissions as per Christmas Day arrangements	Time critical SACT/chemotherapy or Radiotherapy * Ward reviews of clinically sick patients Acute Oncology service review of acutely sick oncology patients *May also require anaesthetics cover	No outpatients No review of stable inpatients unless required for discharge decision making i.e. in the absence of a criteria led decision plan. No day case investigations No MDTs No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
Surgery	Acute general surgical cover	General surgery full cover for surgical intake 24/7, 7/7 including emergency surgery as per Christmas Day arrangements	CePOD lists and any other emergency surgery as per Christmas Day arrangements. Review of all unwell general surgical inpatients as per Christmas Day arrangements Time critical cancer interventions	No routine outpatients No MDTs No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Trauma (various sub specs inc. T&O, Thoracic)	Full access to trauma team cover 24/7 7/7 as per Christmas Day arrangements	Time critical emergency surgery as per Christmas Day arrangements	No routine surgery No MDTs No Outpatients including fracture clinic. No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
				No medical student or trainee teaching (unless on the job as part of working duties)
	Orthopaedics	Cover for emergency admissions including trauma	CePOD lists and any other emergency surgery as per Christmas Day arrangements. Review of all unwell inpatients as per Christmas Day arrangements	No routine surgery No MDTs No Outpatients No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Neurosurgery	Full on call service 27/7 7/7 as per Christmas Day arrangements.	CePOD lists	No routine surgery No MDTs No Outpatients No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Burns/Plastics	Full emergency cover as per Christmas Day arrangements.	CePOD lists	No routine surgery/day cases No MDTs No Outpatients including urgent reviews. No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
				No medical student or trainee teaching (unless on the job as part of working duties)
	Vascular surgery	Full emergency cover as per Christmas Day arrangements.	Emergency interventions as per Christmas Day arrangements.	No routine surgery No MDTs No Outpatients No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Cardiac Surgery	Full emergency cover as per Christmas Day arrangements.	Review of urgent/sick inpatients	No routine surgery No MDTs No Outpatients No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Ophthalmology	Emergencies as per Christmas Day arrangements.		No routine surgery No MDTs No Outpatients No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
				No medical student or trainee teaching (unless on the job as part of working duties)
	Urology	Emergency surgery cover as per Christmas Day arrangements.	Emergency cover as per Christmas Day arrangements Review of all unwell inpatients as per Christmas Day arrangements Time critical cancer interventions	No routine surgery No MDTs No Outpatients No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	ENT	Emergency surgery cover as per Christmas Day arrangements.	Emergency cover as per Christmas Day arrangements Review of all unwell inpatients as per Christmas Day arrangements Time critical cancer interventions	No routine surgery No MDTs No Outpatients No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties) No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)

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	Max Fax	Emergency surgery cover as per Christmas Day arrangements.	CEPOD lists Review and intervention of critically ill/unstable inpatients.	No routine surgery No MDTs No Outpatients No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Gynae/	Emergencies as per Christmas Day arrangements.		No routine surgery No MDTs No Outpatients No review of stable inpatients unless for discharge decision making in the absence of a criteria led discharge plan. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
Obstetrics		Full standard Labour ward cover as per Christmas Day arrangements.	Post natal ward urgent/emergency cover. Ante-natal ward urgent reviews. On-call Consultant advice for high-risk ante-natal patients as per Christmas Day arrangements.	Post term inductions if part of Christmas Day cover or as otherwise required to maintain patient safety. Routine booked caesarean sections if part of Christmas Day cover or as otherwise required to maintain patient safety. No review of stable inpatients unless required for discharge decision making i.e. in the absence

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
				<p>of a criteria led or midwifery led decision plan.</p> <p>No patient related administration</p> <p>No medical student or trainee teaching (unless on the job as part of working duties)</p>
Anaesthetics		Cover for all emergencies as part of Christmas Day cover or as otherwise required to maintain patient safety.		<p>No pain clinics</p> <p>No consultant led pre-assessment clinics.</p> <p>No routine/urgent/cancer surgery cover</p> <p>No MH/ECT cover</p> <p>No routine/urgent cover for radiology or other procedure support</p> <p>NO MDTs</p> <p>No patient related administration</p> <p>No medical student or trainee teaching (unless on the job as part of working duties)</p>
Critical Care/HDU /PACU	All subspecialties including Burns, Neurosurgical, Cardiac Surgical ICUs	Standard 7-day 24/7 rota as part of Christmas Day cover	Critical care outreach cover	<p>No Post ITU inpatient routine reviews</p> <p>No post ITU counselling clinics</p> <p>No patient related administration</p> <p>No medical student or trainee teaching (unless on the job as part of working duties)</p>
Radiology	All subspecialties	Cover for all emergencies as part of Christmas Day cover or as otherwise required to maintain patient safety.	Phone availability for inpatient advice	<p>No routine reporting.</p> <p>No routine interventional work</p> <p>No MDTs</p> <p>No combined clinics</p> <p>No vetting of routine/urgent or Urgent cancer requests</p> <p>No patient related administration</p>

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
				No medical student or trainee teaching (unless on the job as part of working duties)
Pathology sub-specialities	Microbiology	Available on call for advice as part of Christmas Day cover or otherwise required to maintain patient safety	Available on call for advice as part of Christmas Day cover or otherwise required to maintain patient safety	No routine lab/clinic/MDT work No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Histo/cellular Pathology			No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Chemical Pathology			No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
Mental Health	Adult	Crisis team Mental Health Act section cover as part of Christmas Day cover or otherwise required to maintain patient safety		No outpatients No home visits. No MDTs (acute and community) No therapy sessions No routine inpatient ward rounds unless needing consultant level review pre-discharge. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	EMI	On call advice as part of Christmas Day cover or otherwise required to maintain patient safety	On call advice Urgent ward reviews	No outpatients No home visits. No MDTs (acute and community) No therapy sessions No routine inpatient ward rounds unless needing consultant level review pre-discharge.

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				No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	CAMHs	On call advice as part of Christmas Day cover or otherwise required to maintain patient safety	Review of unstable inpatients	No outpatients No home visits. No MD (acute and community) No therapy sessions No routine inpatient ward rounds unless needing consultant level review pre-discharge. No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
Paediatrics	Acute paediatrics	All acute paediatric assessment and admissions as part of Christmas Day cover or otherwise required to maintain patient safety	Review of unstable inpatients	No outpatients No consultant led investigations/procedures. No MDTs No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Community Paediatrics	On call as part of Christmas Day cover or otherwise required to maintain patient safety including for urgent safeguarding issues		No outpatients No safeguarding routine reviews. No MDTs No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
	Neonates	Full standard 24/7 cover for emergency admissions to neonatal units	Review of each neonatal inpatient as per normal risk assessment but minimum daily review at consultant level	No FU clinics No patient related administration

Specialty	Subspecialty	Acute emergency cover	Inpatient urgent care cover	Elective/routine cover
				No medical student or trainee teaching (unless on the job as part of working duties)
Palliative care		On call service for emergencies as part of Christmas Day cover or otherwise required to maintain patient safety	Review of inpatients who are unstable	No outpatients No home visits. No MDTs No patient related administration No medical student or trainee teaching (unless on the job as part of working duties)
Medical Examiners Service	Not currently statutory but will become so during the timespan of any industrial action			