University Hospitals Coventry and Warwickshire NHS Trust

Rest Facilities for Doctors in Training in Deanery Posts

Date of Amendment: 7th Oct 2026

Background:

The Terms and Conditions of Service for Doctors in Training states the below. This applies only to Doctors in Training employed in a Deanery Post (ie it does not apply to locum doctors or locally employed doctors of fellows (LEDs). For pragmatic purposes, it also applies at UHCW NHS Trust to NIHR Clinical Lecturers working at UHCW NHS Trust as part of a deanery rotation.

"Where a doctor advises the employer that the doctor feels unable to travel home following a night, long, or late shift due to tiredness, the employer shall where possible provide an appropriate rest facility where the doctor can sleep, without charge. The hours when the doctor is resting in the hospital under these circumstances will not count as work or working time. Where the provision of an appropriate rest facility is not possible, the employer must cover the cost of alternative arrangements for the doctor's safe travel home.

Where necessary, the employer must also cover reasonable expenses as determined through locally agreed policies for the doctor's return journey to work, either to begin the next shift or, where the doctor has left their personal vehicle at work, to collect the vehicle. Where a doctor is rostered to work on a non-resident on-call working pattern and is required to return to work during the night period, and the doctor considers it unsafe to undertake the return journey home due to concerns over tiredness, the employer shall where possible provide an appropriate rest facility if requested where the doctor can rest, without charge. The hours when the doctor is resting in the hospital under these circumstances will not count as work or working time. Where the provision of an appropriate rest facility is not possible, the employer must cover the cost of alternative arrangements for the doctor's safe travel home.

Where necessary, the employer must also cover reasonable expenses as determined through locally agreed policies for the doctor's return journey to work, either to begin the next shift or, where the doctor has left their personal vehicle at work, to collect the vehicle."

Approach at UHCW NHS Trust

At UHCW NHS Trust, as far as possible, all provision of rest facilities required via the above process will be provided by onsite single occupancy bedrooms on site at UHCW NHS Trust or at Rugby St Cross Hospital. If (in a highly unlikely situation no accommodation is available, a taxi will be booked for the doctor in training to be driven home and a subsequent taxi booked to return them to work if required.

Process:

1) A Doctor in Training who feels they are unable to travel home will physically attend the site office at UHCW NHS Trust following completion of their shift and handover meeting. If they are based at St Cross Hospital, they will call the site office via switchboard. There may be a slight delay to be seen if a site meeting is in progress.
2) The site office will request that the doctor in training completes the form in appendix 1, if the doctor confirms that they are eligible on completion of the form, they will automatically be approved for accommodation. The form will be emailed to the doctor in training if they are based at St Cross and completed with the site manager.
3) For audit purposes the form completed by the doctor in training and site team emails it to jayne.sanderson@uhcw.nhs.uk and copy to MedicalEducation@uhcw.nhs.uk
4) The site team will allocate a room on the current site to the doctor in training if available. The site team will provide the code for the room and book cleaning for the end of the rest period. The site team will phone helpdesk to advise them the room is in use and will need cleaning.
5) If a room is not available on the same site (eg Walsgrave or St Cross) then a room will be provided at the alternative site, and the doctor in training requested to use the shuttle bus service to get to and from that accommodation.
6) If a room is not available at either site , a taxi will be booked by the site team from the hospital to the home of the doctor in training and if required a “return trip” will be booked at the same time. This will be booked against the cost code relevant to the clinical group as listed below.

Cost Codes Per Group for Taxi Booking:

Please note the doctor in training does not get an option between onsite or taxi accommodation, onsite accommodation at UHCW or St Cross should always be prioritized to reduce cost.

Safety Net:

Even if a doctor is not eligible for accommodation (eg they are a locally employed doctor) they should be encouraged not drive home if they are too tired but rather use the taxi rank at UHCW NHS Trust at their own cost.

Unable to travel home following a night, long, or late shift due to tiredness form

SECTION 1: To be completed by the doctor in training:

Name:	
Date:	
Email:	
Training Grade:	
Current Department:	
Current Training Programme	

DECLARATION: To be signed by the doctor in training

Accommodation / transport is only provided to doctors in training in a deanery training post including foundation, core training, IMT training and Speciality training (or NIHR Clinical Lecturers) completing a regularly rota'd shift that must be one of: a night shift, long shift (over 8 hours), or late shift (finishing after 6pm). It is not provided to locum doctors, fellows, locally employed doctors.

I confirm that I am eligible for accommodation or transport according to the above declaration:

Name:

Signature:

Date:

SECTION 2: To be completed by site team:

Site Manager Name:

Solution (chose 1): Accommodation UHCW / Accommodation St Cross / One-way taxi / Return-taxi

Taxi cost and invoice no. (if applicable):