**I wonder what the exec team would be on introducing a few trial changes, such as patient safety 15 where crews get an extra break during a 12 hour nightshift and replacing the current IX with crews at the end of shift, reducing later finishes and avoiding people waiting on station for a vehicle or waiting at a hospital because the end of their shift is near. This could run for a trial period of six months, to review as a benefit on staff morale, reducing fatigue and improving patient care, whilst there is longer term work undertaken the change would be felt by staff immediately.**

Look, it’s a really good example of the tension and dilemma we have every single day. Let’s have the honest conversation, I know full well the last job cycle of the day is generally the quickest or the longest, depending where end of shift falls. The data says that, there’s no loaded comment, it’s just an honest conversation.

So, how do we help, acknowledge that and work it through. It’s always really difficult because there’s always a patient argument and there’s always a staff argument but we need to be brave, and knowing that, try something different.

We are, and I will be communicating it out in the next couple of weeks, going to be taking a different trial to intelligent x-ray, at the end of shift particularly, in trying to reduce the likelihood in two trial areas of the late finish.

We’re trying to look at that in the whole balance that you’ve described. There is no perfect answer but with all of the end of shift elements, you’ve got to just take a bit of a calculated risk to look after yourselves, look after our patients and also to have that honest conversation. Now, I’m being honest around what I notice in the data, and there’s no blame in that it’s just an honest conversation and if we can have that it gives us the ability to work together to say, look what we want is, I want you to have your break, I want you to finish on time, I want you to have your annual leave and I want to be able to give you your training. That’s what I really want to do for you, I want to look after you and actually it’s really difficult when you’ve got that pressure, so everything we can try, it won’t solve the world but let’s just try and look at that.

I will announce the end of shift arrangements, because that is our next step on to be braver which says we will be restricting to trial and see whether that makes a difference for people as well close to their finish time so they’re not late off. So thank you for that and I’ll feed that back into the group as well just for consideration.