

# Over claiming of Overtimes

The following correspondences relates to waiting list initiatives. These were paid at enhanced rates of £100 per hour.

These were undertaken out of hours in order to reduce patients' waits for examinations.

4 Hours was claimed on each occasion. Booking was for less than 3.

Date	Session	Title/Init	Surname	a/c	Payroll number	Hours worked	Hourly Payment rate	Total Payment due
14/04/2009	CT					3	£37.50	£112.50
28/04/2009	CT					1	£400.00	£112.50 £400.00
April	MRI					28	£25.00	£700.00
								£1,100.00
04/04/2009	MRI					6.5	£37.50	£243.75
18/04/2009	MRI					6.5	£37.50	£243.75
25/04/2009	MRI					6.5	£37.50	£243.75
								£731.25
10/03/2009	MRI					3.5	£37.50	£131.25
12/03/2009	MRI					3	£37.50	£112.50
24/03/2009	MRI					3	£37.50	£112.50
26/03/2009	MRI					3	£37.50	£112.50
								£468.75
07/04/2009	CT					3	£37.50	£112.50
								£112.50
28/04/2009	CT					3	£37.50	£112.50
								£112.50
22/04/2009	CT					3	£37.50	£112.50
								£112.50
22/04/2009	CT					1	£400.00	£400.00
April	MRI					10	£25.00	£250.00
								£650.00
22/04/2009	CT					3	£37.50	£112.50
								£112.50
25/04/2009	U/Snd					3	£37.50	£112.50
								£112.50
23/04/2009	CT					3	£37.50	£112.50
								£112.50
April	MRI					10	£25.00	£250.00
14/04/2009	CT					1	£400.00	£400.00
								£650.00
07/04/2009	CT					3	£37.50	£112.50
								£112.50
07/04/2009	MRI					3	£37.50	£112.50
21/04/2009	MRI					3	£37.50	£112.50
30/04/2009	MRI					3	£37.50	£112.50
								£337.50
11-Mar	CT					1	£400.00	£400.00
07/04/2009	CT					1	£400.00	£400.00
April	MRI					16	£25.00	£400.00
								£1,200.00
								£6,037.50

4 hours claimed

4 hours claimed

4 hours claimed

4 hours  
6 hours

Date	Session	Title/Init	Surname	Payroll number	Hours worked	Hourly Payment rate	Total Payment due
02/06/2009	CT				3	£37.50	£112.50
25/06/2009	CT				3	£37.50	£112.50
							£225.00
02/06/2009	CT				1	£400.00	£400.00
16/06/2009	CT				1	£400.00	£400.00
							£800.00
06/06/2009	MRI				6.5	£37.50	£243.75
13/06/2009	MRI				6.5	£37.50	£243.75
20/06/2009	MRI				6.5	£37.50	£243.75
27/06/2009	MRI				7	£37.50	£262.50
							£993.75
05/05/2009	MRI				3	£37.50	£112.50
12/05/2009	MRI				3	£37.50	£112.50
14/05/2009	MRI				3	£37.50	£112.50
19/05/2009	MRI				3	£37.50	£112.50
21/05/2009	MRI				3	£37.50	£112.50
26/05/2009	MRI				3	£37.50	£112.50
							£675.00
16/06/2009	CT				3	£37.50	£112.50
23/06/2009	CT				3	£37.50	£112.50
27/05/2009	CT				3	£37.50	£112.50
							£337.50
30/06/2009	CT				3	£37.50	£112.50
							£112.50
04/06/2009	CT				3	£37.50	£112.50
15/06/2009	CT				3	£37.50	£112.50
							£225.00
23/06/2009	CT				3	£37.50	£112.50
							£112.50
10/06/2009	CT				1	£400.00	£400.00
June	MRI				16	£25.00	£400.00
							£800.00
24/05/2009	CT				3	£37.50	£112.50
04/06/2009	CT				3	£37.50	£112.50
16/06/2009	CT				3	£37.50	£112.50
							£337.50
10/06/2009	CT				3	£37.50	£112.50
							£112.50
02/06/2009	U/Snc				3.5	£37.50	£131.25
05/06/2009	U/Snc				7.5	£37.50	£281.25
09/06/2009	U/Snc				3	£37.50	£112.50
27/06/2009	U/Snc				3	£37.50	£112.50
							£637.50
15/06/2009	CT				3	£37.50	£112.50
30/06/2009	CT				3	£37.50	£112.50
							£225.00
02/06/2009	CT				3	£37.50	£112.50
25/06/2009	CT				3	£37.50	£112.50
							£225.00
June	MRI				50	£25.00	£1,250.00
15/06/2009	CT				1	£400.00	£400.00
25/06/2009	CT				1	£400.00	£400.00
							£2,050.00

4 hours travel  
4 hours sleep

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04/06/2009	CT
26/05/2009	CT
30/06/2009	CT
10/06/2009	CT
02/06/2009	MRI
11/06/2009	MRI
18/06/2009	MRI
25/06/2009	MRI
23/06/2009	CT
June	MRI

1	£400.00	£400.00
1	£400.00	£400.00
1	£400.00	£400.00
		£1,200.00
3	£37.50	£112.50
		£112.50
3	£37.50	£112.50
3	£37.50	£112.50
3.5	£37.50	£131.25
3	£37.50	£112.50
		£468.75
1	£400.00	£400.00
24	£25.00	£600.00

4 hours claim  
4 hours claim  
4 hours claim

4 hours claim

£1,000.00  
£10,650.00

Date	Session	Title/Init	Surname	Payroll number	Hours worked	Hourly Payment rate	Total Payment due
07/07/2009	CT				3	£37.50	£112.50
21/07/2009	CT				3	£37.50	£112.50
							£225.00
21/07/2009	CT				1	£400.00	£400.00
July	MRI				5	£250.00	£1,250.00
							£1,650.00
04/07/2009	MRI				6.5	£37.50	£243.75
11/07/2009	MRI				6.5	£37.50	£243.75
18/07/2009	MRI				6.5	£37.50	£243.75
25/07/2009	MRI				6.5	£37.50	£243.75
28/07/2009	MRI				3	£37.50	£112.50
							£1,087.50
02/06/2009	MRI				3	£37.50	£112.50
11/06/2009	MRI				3	£37.50	£112.50
16/06/2009	MRI				3	£37.50	£112.50
17/06/2009	CT				1	£37.50	£37.50
18/06/2009	MRI				3.5	£37.50	£131.25
23/06/2009	MRI				3	£37.50	£112.50
25/06/2009	MRI				3	£37.50	£112.50
30/06/2009	MRI				3	£37.50	£112.50
02/07/2009	MRI				3	£37.50	£112.50
							£956.25
13/07/2009	CT				3	£37.50	£112.50
							£112.50
29/07/2009	CT				3	£37.50	£112.50
							£112.50
05/07/2009	MRI				5.5	£37.50	£206.25
06/07/2009	MRI				4	£37.50	£150.00
30/07/2009	MRI				4	£37.50	£150.00
							£506.25
06/07/2009	CT				5	£37.50	£187.50
							£187.50
13/07/2009	CT				3	£37.50	£112.50
							£112.50
29/07/2009	CT				3	£37.50	£112.50
							£112.50
06/07/2009	CT				3	£37.50	£112.50
21/07/2009	CT				3	£37.50	£112.50
							£225.00
05/07/2009	CT				1	£400.00	£400.00
06/07/2009	CT				1	£400.00	£400.00
July	MRI				4	£250.00	£1,000.00
							£1,800.00
13/07/2009	CT				1	£400.00	£400.00
27/07/2009	U/Snd				1	£250.00	£250.00
							£650.00
07/07/2009	CT				3	£37.50	£112.50
							£112.50
02/07/2009	MRI				3	£37.50	£112.50
							£112.50
20/07/2009	CT				1	£400.00	£400.00

4 hours

4 hours

4 hours

4 hours

4 hours

Office Manager verifying booking times  
for waiting list sessions

**Chowdhury, Sharmila**

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**From:** Hearne, Samantha  
**Sent:** 05 October 2009 14:08  
**To:** Chowdhury, Sharmila  
**Subject:** Ct Evening List

To Sharmila

CT evening list they start at 5pm and the last patient is booked for 7.40pm.

Sam



Fax: 020 8674 2975

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**From:** Chowdhury, Sharmila  
**Sent:** 22 September 2009 14:42  
**To:** Harchowal, Jatinder; Curati, Walter  
**Subject:** additiona sessions

Dear Jat and Walter,

It has been brought to my attention that although a session constitutes 4 hours, all additional; waiting lists and waiting list sessions have been booked for 3 hours. Please advise.

Many thanks

Sharmila Chowdhury  
Imaging Services Manager  
Radiology department  
Ealing Hospital NHS Trust  
UB1 3HW

Tel: 020 8967 5792

**Chowdhury, Sharmila**

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**From:** Curati, Walter  
**Sent:** 23 September 2009 08:24  
**To:** Harchowal, Jatinder; Chowdhury, Sharmila  
**Subject:** Additional sessions

Dear Jatinder and Sharmila,

We had been advised - at the time the Trust had decided that additional Consultants' sessions were the preferred option - instead of employing one more Consultant for our Department - that an evening session including "unsociable hours" had to last 3½ hours. I had agreed with my colleagues that these evening sessions would be paid at NHS Consultant rate - £250.

Waiting lists initiatives were organised "above my head" and these "waiting lists sessions" were/are paid by the Trust £400/session. I had no say in this!

My point of view is:

1. The Departmental evening sessions with unsociable hours last 3½ hours and are remunerated at NHS Consultant rate - £250.
2. The Trust's organised waiting list initiatives are following the Trust's rate - £400. I wish to add that at such a rate they should last 4 (four) hours!

Having said this, I will follow and implement - if this is in my remit - the instructions given to me by the Trust.

Kind regards,

Walter

P.S.: I will request HR advice - Seema (Ahmed) - this morning as she was not available yesterday afternoon after my meeting with Sharmila.

-----Original Message-----

**From:** Harchowal, Jatinder  
**Sent:** 22 September 2009 17:52  
**To:** Chowdhury, Sharmila; Curati, Walter  
**Subject:** RE: additiona sessions

Thank you Sharmila  
Interesting.... How long has this been going on?  
Jat

Jatinder Harchowal  
Chief Pharmacist / Assistant Director of Operations - Clinical Support Services  
Ealing Hospital NHS Trust  
Uxbridge Road  
Southall  
UB1 3HW  
Tel: 020 8967 5301  
Mobile: 07980 746558

**Chowdhury, Sharmila**

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**From:** Chowdhury, Sharmila  
**Sent:** 30 September 2009 10:24  
**To:** Curati, Walter  
**Cc:** Stanton, Paul; Roberts, Terry; Ahmed, Seema; Cahill, David  
**Subject:** waiting list sessions  
**Importance:** High

Dear Walter,

It has been brought to my attention that consultants have not been informed with regards to waiting list sessions being 4 hours at £400 per session.

My staff are being pressured by consultants to continue bookings in the evenings which are between 5pm and 7:40pm as the last booking. Even with time allowed for reporting the last case this means that radiologists are working 3 hours instead of 4 hours for which they are claiming.

You had agreed to inform all consultants. However, consultants which includes your deputy seem to be oblivious to this and staff are being placed under undue pressure.

I would be grateful if you could speak to the radiologists.

With kind regards

Sharmila

Sharmila Chowdhury  
Imaging Services Manager  
Radiology department  
Ealing Hospital NHS Trust  
UB1 3HW

Tel: 020 8967 5792

**Chowdhury, Sharmila**

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**From:** Chowdhury, Sharmila  
**Sent:** 30 September 2009 10:33  
**To:** Roberts, Terry; Graves, Philippa  
**Cc:** Stanton, Paul  
**Subject:** FW: Additional sessions

Dear Terry,

Radiologists have clearly not been informed as to what constitutes waiting list session. I am currently being held responsible for this decision. Please advise.

Thanks

Sharmila

Sharmila Chowdhury  
Imaging Services Manager  
Radiology department  
Ealing Hospital NHS Trust  
UB1 3HW

Tel: 020 8967 5792

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**From:** Curati, Walter  
**Sent:** 23 September 2009 08:24  
**To:** Harchowal, Jatinder; Chowdhury, Sharmila  
**Subject:** Additional sessions

Dear Jatinder and Sharmila,

We had been advised - at the time the Trust had decided that additional Consultants' sessions were the preferred option - instead of employing one more Consultant for our Department - that an evening session including "unsociable hours" had to last 3½ hours. I had agreed with my colleagues that these evening sessions would be paid at NHS Consultant rate - £250.

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2. The Trust's organised waiting list initiatives are following the Trust's rate - £400. I wish to add that at such a rate they should last 4 (four) hours!

Having said this, I will follow and implement - if this is in my remit - the instructions given to me by the Trust.

Kind regards,

**Chowdhury, Sharmila**

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From: Rafique, Akkib

Sent: 01 October 2009 11:50

To: Chowdhury, Sharmila

Cc: Cahill, David; Curati, Walter; Lynn, William; Hearne, Samantha; Nair, Prithi; Goraya, Kathy; Edelsten, Andrew; Gopal, Renita; Consultants - Radiology

Shamila

On behalf of the Radiology consultant body:

We do not appreciate you dictating to us our working hours with regards to Waiting List Initiatives. You are not our Line Manager.

We provide these waiting list initiatives out of our own goodwill – we are not contracted to do any of these but do so for the best interests of the Trust and its patient's. It is up to us as a body to decide how many lists we do and the hours we work. The lists are performed in antisocial hours and again remuneration has previously been agreed with Walter and the ADO for radiology. We work hard enough as it is during normal working hours without being forced to work another 4 hours in the evenings.

On that subject, we feel it is extremely unprofessional for you to be informing other staff members of our pay rates – this is none of their concern. How would you feel if your extra hours reporting rates were advertised to the department?

Why do you feel the need to delegate responsibility for adding extra patients to waiting list initiatives to administration staff without any consultation with the Consultant body? Can you not discuss the matter with us directly; after all, it is us who are affected by your unilateral decision to increase our workload.

Also, we have not been paid for waiting list work for the past 3-4 months. This is in part due to the ridiculous beaurocracy in place and the need to obtain 4 different signatures to authorise payments. There is strong feeling within the Consultant body to stop all waiting list work until we have been remunerated for work already done.

In short, we are very unhappy with your interference in the waiting list initiative workload without any discussion whatsoever. It is up to Walter, our direct manager, to decide with us the amount of extra work we do over and above our contracted hours and our remuneration.

I think these issues need to be clarified openly and we shall endeavour to organise a meeting with the relevant parties as soon as possible.

Dr A Rafique  
Consultant Radiologist  
Ealing Hospital

## Chowdhury, Sharmila

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**From:** Chowdhury, Sharmila  
**Sent:** 01 October 2009 13:29  
**To:** Rafique, Akkib  
**Cc:** Cahill, David; Curati, Walter; Lynn, William; Hearne, Samantha; Nair, Priithi; Goraya, Kathy; Edelsten, Andrew; Gopal, Renita; Consultants - Radiology; Graves, Philippa; Roberts, Terry  
**Subject:** RE:  
**Importance:** High

Dear Akib,

I understand and sympathise with your concerns. I will forward Walter's e-mail on to you. Walter was supposed to have discussed this with you and all the radiologists. This obviously has not happened. He is now on leave until next Tuesday.

Walter had discussed the matter with human resources beginning of last week and had confirmed that waiting list sessions for this Trust is for 4 hours at a set payment. Bookings in radiology for waiting list sessions in radiology however have been for 2 hours and 40 mins. Even if we allow 20 mins for reporting the last case, it falls short of an hour. However, a waiting list session for 4 hours are still being claimed.

Waiting list sessions paid by the Trust is for all consultants who work within Ealing trust which includes orthopedic and surgery who also undertake additional waiting list sessions.

For additional sessions for which there is a lesser payment, the hours for these are 3.5 and not 4.

As there are 2 separate systems of payment for work undertaken outside hours, I think this should be reviewed and standardised to avoid confusion. I cannot however, make this decision. This decision can only be made at a much higher level.

I had not discussed this with you as I was assured that you were going to be informed, and as you say I am not your line manager. I can only carry out what has been instructed and have been advised.

As for not receiving payments for work done. I do not authorise these. As stated before, these are signed off by Walter and ADO for CSS. If there are issues relating to payments I suggest you discuss this with Walter, your line manager who will be best placed to help you.

I think it will be best if we organize a meeting with all concerned on Walter's return next week. I think in the meantime we will continue with our standard practice of booking of 5pm - 7:40pm instead of 5pm - 8:20pm to cover waiting list session for 4 hours.

With kind regards

Sharmila

Sharmila Chowdhury  
Imaging Services Manager  
Radiology department  
Ealing Hospital NHS Trust  
UB1 3HW

Tel: 020 8967 5792

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**From:** Rafique, Akkib  
**Sent:** 01 October 2009 11:50  
**To:** Chowdhury, Sharmila

## Double Claiming of times

- Already rostered and paid to be at work but claimed overtime for the same period
- Routine overtime sessions were paid at £250 per session, i.e. 4 hours. Again claimed twice for the same hours as requested £500

**Ealing Hospital NHS Trust**  
**Department of Radiology**  
**The Clinical Director**

**Consultants' Weekly Rota - October 2009**

	Monday		Tuesday		Wednesday		Thursday		Friday		
	a.m.	p.m.	a.m.	p.m.	a.m.	p.m.	a.m.	p.m.	a.m.	p.m.	
Dr S Banavali	MRI	CT	CT	MRI	CT	US	US	SPA	US	US	10
Dr W Bashir	SPA	SPA	SPA	R	R	US	US	US	CT	MRI	10
Dr W Curati			Mtgs	MRI	Mtgs	R	R	R	R		7.5
Dr M Harvie	CT	HSG	HSG	R	R	Scrn	Scrn	CT	CT	SPA	10
Dr A Rafique	R	MRI	CT	CT	US	SPA	SPA	R	R	US	10
Dr K Riahy	R5	US	US	CT	US	SPA	SPA	R5	R	CT	10
Dr P Schnatterbeck	CT	Intervention	R	US	MRI	R	SPA	SPA	CT	Intervention	10
Dr J Stroudley	US	US	SPA	SPA	US	US	Scrn	R	R	US	8

MDTs	Upper GI	MH or PS	Lung	MH or AR	Haematol	WC or SB	Urology	AR or KR	
					Gynaecol	MH or SB	ColoRect	MH or SB	a

Total PAs	13	16	15	16	15	16	15	16	75
minus SPAs	2	3	5	5	4	4	3	3	17
equal DCCs including MDTs in Rs	11	13	10	12	12	12	12	12	58

The 1/2 SPA of the 2% SPA per week is accumulated in weeks = one week credited every 20 weeks. The 20-weeks periods start 1st April 2009:  
 1st. 01 04 09 - 11 08 09 2nd. 12 08 09 - 29 12 09 3rd. 30 12 09 - 11 05 10 4th. 12 05 10 - 21 09 10 5th. 22 09 10 - 03 02 11

**Primarily BREAST**

	Mam	US	SPA	CT	BrcI	BrcI	BrcI	MDT	R	CXH	CXH	CXH	Mam	SPA	SPA	R
Dr S Flais																
Dr A Newland																

MDTs	Breast	SF & AN							b	a + b
									4	16
									1	21
									12	70

Total PAs	4	4	2	2	2	2	2	2	16
minus SPAs	1	0	0	0	0	0	0	0	4
equal DCCs including MDTs									12

**N.B.: No Study Leave or Annual Leave flexibility included.**

for revision December 2009

CD / 04 09 09



08/05/2009	MRI			£250.00	
02/05/2009	CT - Saturday		9am-1pm	£250.00	£500.00
12/05/2009	Extra Msk/US List		afternoon	£250.00	
13/05/2009	Extra Msk/US List		afternoon	£250.00	
16/05/2009	CT List		morning	£250.00	
19/05/2009	Extra Msk/US List		afternoon	£250.00	
20/05/2009	Extra Msk/US List		afternoon	£250.00	
26/05/2009	Extra Msk/US List		afternoon	£250.00	£1,500.00
06/05/2009	2 Sessions cover Breast (Dr Metafa)			£500.00	
13/05/2009	2 Sessions cover Breast (Dr Metafa)			£500.00	
17/05/2009	1 Sessions cover Breast (Dr Metafa)			£250.00	£1,250.00
30/04/2009	MRI & US - Extra List		9am-1pm	£250.00	
10/05/2009	CT - Extra List		10am-2pm	£250.00	
13/05/2009	MRI & CT - Extra List		1pm-5pm	£250.00	
19/05/2009	MRI & CT - Extra List		9am-1pm	£250.00	£1,000.00
08/05/2009	MRI & Intervention		5pm-9pm	£250.00	
14/05/2009	CT & Intervention		5pm-9pm	£250.00	
15/05/2009	US & Intervention + 2 sessions MRI to cover Dr Banavali		5pm-9pm	£500.00	
18/05/2009	CT all day, MRI, Intervention		5pm-9pm	£500.00	
21/05/2009	CT & MRI		5pm-9pm	£250.00	
22/05/2009	CT, Intervention, MRI all day		5pm-9pm	£500.00	
28/05/2009	US & MRI		5pm-9pm	£250.00	
05/05/2009	CT & US		5pm-6pm	£62.50	
07/05/2009	MDT / Rep		8am-9am	£62.50	
07/05/2009	CT daily workload		5pm-6pm	£62.50	
11/05/2009	CT & US		5pm-6pm	£62.50	
12/05/2009	US & MRI		5pm-6pm	£62.50	£2,812.50
20/04/2009	MRI			£250.00	
27/05/2009	Intervention			£250.00	
23/05/2009	Intervention & MRI			£250.00	£750.00
May	Plain Film Reporting			£2,250.00	£2,250.00
	Total				£10,062.50

Thursday AM - Restored for CT

Wednesday - Restored to cover MRI -  
Tues am - Restored for Repairs

Was claimed double (ief 2 x f50) for the same period

← This is Saturday?



## Chowdhury, Sharmila

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**From:** Chowdhury, Sharmila  
**Sent:** 19 October 2009 13:35  
**To:** Cahill, David  
**Cc:** Badowska, Barbara  
**Subject:** RE: Waiting List Radiology

Dear David

We no longer are given copies of these. These are signed off by Walter/Akib and given to the ADO to sign. Given history of these I wouldn't be happy signing these off as nearly for all instances:

1. Hours claimed are not hours worked
2. Additional sessions - who has authorized these? Again, hours claimed are not hours worked.
3. Frequently claims are doubled. i.e. claiming for sessions when already in department and sometimes claiming twice for the same hours

If you want me to through them with you I can. I am happy to meet whenever you are available. I don't have copies of the paperwork.

I am however, happy to authorize for radiographers waiting list sessions.

With kind regards

Sharmila

Sharmila Chowdhury  
Imaging Services Manager  
Radiology department  
Ealing Hospital NHS Trust  
UB1 3HW

Tel: 020 8967 5792

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**From:** Taylor, Denise  
**Sent:** 19 October 2009 13:25  
**To:** Chowdhury, Sharmila  
**Cc:** Badowska, Barbara; Cahill, David  
**Subject:** Waiting List Radiology  
**Importance:** High

Hi Sharmila

Re Waiting list

Please could it be checked and returned to David A.S.A.P as we will need it to be returned to payroll today with all relevant signatures on.

Thanks

Denise Taylor  
Ealing Hospital NHS Trust  
Payroll Dept