

Resident Doctor Strike: How to Minimise Service Disruption – Workforce & Operations

Following the announcement of further Resident Doctor strike action commencing Friday 14th November, all NHS roster teams are encouraged to proactively assess, manage, and mitigate the operational impact.

To support your planning and coordination during this period, we've compiled guidance using Optima's core reports and rostering tools:

Assigned Duties by Person Report

- Use this to identify all doctors originally scheduled to work during strike days.
- Navigate to Rostering > Assigned Hours > Assigned Duties by Person
- Filter by Grade Type and Export to Excel for custom analysis.

Self-Assessment & Unavailability Recording

Ensure absences are recorded accurately using the correct Industrial Action (IA) codes:

- Unpaid Unauth Special Hrs – Industrial Action (for ≤1 day)
- Unpaid Unauthorised Special – Industrial Action (for >1 day)
- Make sure these are configured in your payroll extract settings if needed.

Staff Availability & Incident Plan Reports

To quickly locate potential cover:

- Use Staff Availability Reports (from Loop updates)
- Alternatively, use Incident Plan Reports filtered by Grade/Skill

Activity Views

Manage cover at the departmental level:

- Use Activity View or Activity by Location View for quick counts
- Assign available staff to key activities in just two clicks

For more information, please view the guide below.

Useful resources

There are a couple of different ways you can access help and support:

- [Join HUB today!](#) Features useful guides and information on a range of topics from rostering to job planning.
- Alternatively, if you would like to speak to a member of the team for some additional support, please get in touch with our [Customer Success Team](#).