

FOI 3280

4th September 2025**FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST**

Question 1: Please provide a breakdown of your bank pay rates for nurses and healthcare staff.

Response:

The hourly rate paid for nursing and healthcare bank staff will vary depending on the band, pay scale and point, and allowances e.g. unsocial allowances. The prevailing pay circular for bank staff is the Agenda for Change pay circular. The latest circular relates to 2024/25 and can be found on the Department of Health website - link is included below.

[HSC \(AfC\) \(4\) 2025 - Agenda for Change Pay Arrangements 2024-25 Amended.pdf](#)

Question 2: Please provide a breakdown of your ENHANCED bank pay rates for nurses and healthcare staff.

Response:

Please note the Enhanced payment scheme is only available to midwifery only Band 5 – Band 7 at this point in time. Scheme guide with rates is as below:

7. Payment

The hourly rates for enhanced rate are set out below:

*Job Role	Hourly Rate		
	Mon-Fri 6am to 8pm	Mon – Fri 8pm – 6 am & Saturday**	Sunday*** & Public Holidays
Band 5	£23.44	£30.47	£37.50
Band 6	£29.02	£37.73	£46.43
Band 7	£34.10	£44.33	£54.55

*Not applicable for Band 2 & 3

** Saturday rate commences at midnight on Fri to midnight on Sat

***Sunday rate commences at midnight on Sat night to midnight on Sun night

- This is a flat rate and does not attract unsocial hours enhancement.
 - This payment is non-pensionable.
 - The rates payable are comprehensive, and inclusive of payment for any additional annual leave which would otherwise accrue
 - If more than 50% of a shift falls within the hours of 8 p.m. to 6 a.m., then the whole shift can be claimed at the higher rate.
- For example, 2 p.m. – 10 p.m. shift = 2 hours within 8 p.m. – 6 a.m. timeframe then only 2 hours can be claimed. 10 p.m. – 8 a.m. shift = 8 hours within the timeframe therefore the full 10 hours can be claimed.

- This rate is payable to full-time, part-time and bank staff in the designated ward / department / service and the shift has been agreed by HOS or Assistant Director Level.

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