

FOI 2018

28/11/2023

## **FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST**

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### **Question 1.**

**Payment arrangements for Bank worker shifts – what point on the Agenda for Change pay scale is paid?**

#### **Response:**

#### **Nursing / AHP/ NMNC**

Bank staff are paid at the appropriate Band – the point on scale is determined by length of service at that band or higher subject to confirmation of previous service.

### **Question 2.**

**Do you administer any bank-enhanced rates of pay? If so, what are these and what staff groups/grades, and where are they applicable?**

#### **Response:**

#### **Nursing**

The Trust operates a limited Enhanced Payment Scheme only for nursing band 2 to Band 7 in specific wards which are subject to change based on service need.

The rates of pay are dependent on the Band and the type of shift.

<b>Hourly Rate</b>			
<b>Job Role</b>	<b>Mon – Fri 6am to 8pm</b>	<b>Mon – Fri 8pm to 6am and Sat</b>	<b>Sunday &amp; Public Holidays</b>
Band 2	£14.80	£20.87	£27.09
Band 3	£16.18	£21.84	£27.35
Band 5	£23.44	£30.47	£37.50
Band 6	£29.02	£37.73	£46.43
Band 7	£34.10	£44.33	£54.55

#### **NMNC ‘non-medical, non-clinical’**

No special enhancements outside of AFC rates of pay.

#### **AHP**

Enhanced rates are on occasions available and offered to all staff including bank where there is an identified need of client / patients and where the risk-assessment has been completed and approved to proceed.

This applies across all professional AHP staff and support staff where this is needed. The rates of pay are dependent on the Band however out of hours working is not eligible for enhanced rates of pay.

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<b>Job Role</b>	<b>Mon – Fri 6am to 8pm</b>
Band 2	£14.80
Band 3	£16.18
Band 5	£23.44
Band 6	£29.02
Band 7	£34.10

**Question 3.**

**What % of WTR payment is made with regards to Bank worker pay?**

**Response:**

**Nursing / AHP/ NMNC**

The Trust do not have a WTR payment, however, we do have a working time directive (WTD) which is paid at 12.5% for AFC staff where appropriate.

**Question 4.**

**What financial and non-financial benefits do your Bank workers have access to and what rationale for these?**

**Response:**

The financial benefits for Bank staff are as per the Agenda for Change terms & Conditions.

They would be entitled to take up shifts where an enhanced rate of pay has been approved.

Non-financial benefits include

- **Nursing**

- Trust Mandatory Training
- Role specific training as required for post
- Self-booking system for bank shifts – flexibility & choice
- Free car parking on site as available.
- Free uniform
- Revalidation Support
- Paid 1:8 annual leave

- **AHP/ NMNC ‘non-medical, non-clinical’**

- Trust Mandatory Training
- Role specific training as required for post
- Free car parking on site as available.



## Southern Health and Social Care Trust

- Free uniform
- Paid 1:8 annual leave

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