

Bank Worker Payments

Reference Number: RDF2016-23

Date of Response: 28/11/23

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

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

| Locum | Nurse | AHP | NMNC | |
|--|--|--|--|---|
| Medics are not paid on the AfC pay scale. In North Devon they are paid £100 hour in the East they are paid an ad-hoc rate decided by the Dept. | In line with AfC Terms and Conditions through earned years of experience noting a bank worker has to complete 488 hours in a 12 month period to qualify* | In line with AfC Terms and Conditions through earned years of experience noting a bank worker has to complete 488 hours in a 12 month period to qualify* | In line with AfC Terms and Conditions through earned years of experience noting a bank worker has to complete 488 hours in a 12 month period to qualify* | *= up until 22 October 2023. From 23 October 2023 new workers to these staff groups moved to NHSP paid at mid-point of the band / all AfC staff groups will move to mid point for all new workers |

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?

| Locum | Nurse | AHP | NMNC |
|-------|---|---|---|
| N/A | Bands 2-7 only. EP is paid at double basic pay plus single enhancement due on the shift type. Shift has to be mission critical and approved by Trust level Director | Bands 2-7 only. EP is paid at double basic pay plus single enhancement due on the shift type. Shift has to be mission critical and approved by Trust level Director | Bands 2-7 only. EP is paid at double basic pay plus single enhancement due on the shift type. Shift has to be mission critical and approved by Trust level Director |

3. What % WTR payment is made with regards to Bank worker pay?
 What financial and non-financial benefits do your Bank workers have access to and rationale for these?

| Locum | Nurse | AHP | NMNC |
|-------|--|--------|---|
| | 12.06% up until 22 October 2023 | 12.06% | 12.06% up until 22 October 2023 for Admin & Clerical Estates & Facilities will continue at 12.06% until any transfer to managed service partner |
| | From 23 October 2023 - New AfC pay rate is mid point of band. | | |