

Title: **Agency Nursing Staff Policy**

Reference Number: RDF1461-23

Date of Response: 17/05/23

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

Please be aware that the Royal Devon University Healthcare NHS Foundation Trust (Royal Devon) has existed since 1st April 2022 following the integration of the Northern Devon Healthcare NHS Trust (known as Northern Services) and the Royal Devon and Exeter NHS Foundation Trust (known as Eastern Services).

Dear Royal Devon University Healthcare NHS Foundation Trust,

- 1. Please supply the relevant NHS Trust dated active policies that document the restrictions in place for nursing staff who have left a substantive role and wish to return to nursing work within the same NHS Trust through an external agency, not through the NHS Trust's own hospital bank staff provision.*

Answer: There is a rule in place across the Devon system is that it will not accept any staff or worker via agency for a minimum of 12 months. Whilst this rule is adhered to across the Devon system it does not appear in any documentation including contracts of employment. The Trust can choose who it wishes to engage with via agency without any written rules as there are no legal restrictions covering this freedom of choice.

- 2. Please provide details of how/where these policies are integrated and/or referenced into substantive nursing employment contracts with the dates of their integration.*

Answer: Please see response to question 1.

- 3. If these policies are under review, please provide the wording of the policy under review, the date it was adopted along with the date the policy was withdrawn/marked as under review.*

Answer: Not applicable.

- a. Please also confirm the date the reviewed policies will be published.*

Answer: Not applicable.