

Bank Staff

Reference Number: RDF1987-23

Date of Response: 19/12/23

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,

Can you please respond to the questions as per the Freedom of Information Act 2000.

- The average time to hire for Bank workers for each Trust for the last 12 months.**
Answer: Please see table below. Please note this includes bank staff hired through the NHS. This does not include staff that have been hired directly through NHSP (Royal Devon's Northern staff) as the Trust do not hold that information.

The Trust calculate TTH differently to other Trusts currently. Our timeline is advert live to contract signed by new starter, resulting in a longer timeline.

Q1	Average of TTH (Elapsed)
Additional Clinical Services	117.60
Additional Professional Scientific and Technical	58.00
Administrative & Clerical	80.18
Allied Health Professionals	92.86
Estates & Ancillary	112.56
Healthcare Scientists	33.00
Nursing & Midwifery Registered	116.09
Grand Total	106.30

- What are your hardest roles to fill currently?**

Answer: Please see table below.

Q2	<i>Trust</i>	<i>What are your hardest roles to fill currently?</i>			
		<i>Locum</i>	<i>Nurse</i>	<i>AHP</i>	<i>NMNC</i>
	Royal Devon (trust wide roles)	*	5	12	4

*Please note that we do not record locum positions as part of the Strategic Resourcing Group.

3. *Payment arrangements for Bank worker induction and mandatory training - number of hours paid and what level of payment is made on AFC scale? Locum, Nurse, AHP, NMNC.*

Answer: For Royal Devon's Northern Services - Payment was made at the bottom of AFC banding. For the number of hours paid please see table below.

For Royal Devon's Eastern Services - number of hours and level of payment was wholly aligned to Agenda for Change T&Cs therefore workers were paid at the pay point that they are assigned to work normally. The number of hours is not recorded but instead bank workers undertake their induction and mandatory training within their paid working hours in the same way as a substantive employee. Mandatory training hours will differ depending on the role undertaken and whether additional 'required for role' modules are also undertaken.

From 23 October Eastern Services Bank Workers were TUPE'd to NHS Professionals and therefore recording of training hours will be captured moving forwards and for all 'net new' workers who join NHS Professionals to work at the Royal Devon they will be paid at mid-point of band.

Northern Services - Band	Sum of Actual Hours (last 12 Months)
Band 2	2269.50
Band 3	95.75
Band 4	9.00
Band 5	858.75
Band 6	209.75
Bank Staff Training Total	3442.75