

Freedom of Information Request	FOI 23-555	22 nd November 2023
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Your request

You requested the following:

Trust	1. The average time to hire for Bank workers for each Trust for the last 12 months				2. What are your hardest roles to fill currently?				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	Locum	Nurse	AHP	NMNC	Locum	Nurse	AHP	NMNC

Our response

1. Our average time to hire (from making a conditional offer to the start date) Bank workers between October 2022 and October 2023 is 21.41 days
2. Nurses and Senior Doctors are the hardest role to currently fill.
3. Since the pandemic, corporate induction has been delivered via a series of short videos online that all staff are invited to watch. In addition to this, Health Care Support Workers are required to complete mandatory training online and attend clinical skills training for the day (7.5 hours paid at the rate of Band 2). New starters are invited to complete both online and clinical skills however payment for clinical skills will not be made until all mandatory online training has been completed.