

Freedom of Information Request	FOI 23-572	7 th December 2023
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Your request

You requested the following:

Trust	1. Payment arrangements for Bank worker shifts – what point on the Agenda for Change pay scale is paid?				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?				3. What % of WTR payment is made with regards to Bank worker pay?				4. What financial and non-financial benefits do your Bank workers have access to and what rationale for these?			
	Locum	Nurse	AHP	NMNC	Locum	Nurse	AHP	NMNC	Locum	Nurse	AHP	NMNC	Locum	Nurse	AHP	NMNC

Our response

- All workers joining the Resource Bank join on the first scale point of Agenda for Change (Wales) rates of pay, with the exception of Registered nurses who join the bank on the rates outlined below:

Band 5 £29,618 point 2*

Band 6 £36,106 point 2*

**unless a higher point on the scale is agreed under the Starting Salary Policy*

Incremental increases are awarded after Bank workers complete 488 hours of work and with at least a year's service having passed since their commencement date. Bank Workers will not be entitled to receive more than one pay increase in any 12-month period.

- All Bank workers are paid enhancements if they work nights, Saturday and Sundays, unsocial hours and bank holidays.

The Health Board currently offers specialist rates for nurses with specialist skills within divisions e.g., Urgent Care, Medicine, Scheduled Care, Family & Therapies and Primary Care & Community. The specialist rate is £32.66 per hour for the hours worked at this level on the Bank.

3. All Bank workers are paid annual leave at 12.07% and Bank workers annual leave is calculated and accrued based on hours worked for the Health Board.

4. All Bank workers are entitled to:

- NHS rates of pay
- Paid weekly
- Access to the NHS Pension Scheme
- Eligibility to apply for a Blue Light Card
- Ability to work flexibly and select the hours they wish to work
- Access to statutory and mandatory training
- Additional training as required for the role on a case-by-case basis
- Eligibility to apply for internal vacancies
- Free uniform