

Ref: FOI/CAD/ID 4170

Please reply to:
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Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Bank Recruitment.

I am researching NHS organisations use of internal banks. The purpose of the FOI is to understand how all trusts are currently utilising bank staff, and any plans and strategies to grow them.

Please see the following completed tables:

Questions	Trust Profile	2016/17						
		Total	Medical & Dental	AHPs	Admin & Clerical	Nursing & Midwifery	Estates & Facilities	Scientific
1	Total number of substantive staff in 2016/17	6370.00	728.00	442.00	1552.00	1673.00	629.00	224.00
2	Total pay expenditure on substantive staff in 2016/17	£214,612,332	£60,165,361	£24,753,925	£30,279,505	£74,525,871	£12,884,269	£12,003,402
3	Total pay expenditure on overtime in 2016/17	£1,578,498	£0	£280,986	£282,294	£299,051	£572,246	£143,921
4	Do you have an internal bank? Please select the option that most accurately describes your bank for each staffing group:	Established	Growing	Established	Established	Established	Growing	Growing
5	Total number of internal bank staff	3299						
	Substantive	2264						
	Bank Only	1035						
	Rotational	0						
6	What was the average gross hourly rates paid for fixed rate overtime in 2016/17, splitting medical & dental by grade. TOTAL:	£0.00						
	Overtime Consultant	£0.00						
	Overtime Staff Grade	£0.00						
	Overtime ST1	£0.00						
	Overtime ST2	£0.00						
	Overtime ST3	£0.00						
	Overtime FY1	£0.00						
	Overtime FY2	£0.00						
	Overtime Associate Specialist	£0.00						
7	What is the average gross hourly rates paid for Internal bank staff? Please split medical & dental by grade. TOTAL:							
	Bank Consultant	£74.84						
	Bank Staff Grade	£62.00						
	Bank ST1	£51.97						
	Bank ST2	£51.97						
	Bank ST3	£57.08						
	Bank FY1	£28.45						
	Bank FY2	£32.00						
	Bank Associate Specialist	£57.08						

	Medical & AHP Internal Bank	Answers
8	How does the trust monitor and track compliance?	Checks built into electronic bank system with expiry dates for all NHS
9	How do you monitor Working Times Regulations?	Controls built into Electronic Bank
10	How do you apply holiday pay to bank only workers? (E.g. Is this accrued, paid etc.)	Paid a WTD payment
	a. Why have you chosen to apply holiday pay in this way?	Ease of management
11	What actions have you taken to prevent equal pay claims from substantive workers where bank rates exceed substantive pay?	All Bank staff are paid mid point including those who are substantive and
12	Do you allow PSC workers on the internal bank?	NO
13	Please describe when and why you would choose to pay workers via overtime instead of bank? What are the benefits?	This is an operational decision dependant on service need
14	Please describe any measures in place to incentivise substantive employees to fill bank shifts (e.g. Opt out scheme etc.)	no formal incentives
15	What other benefits are available to bank workers?	Pension / WTD
16	Do you offer weekly payroll for internal bank workers?	Yes
	a. If so is this in-house or outsourced?	In house for AHP / outsourced for
	Bank Recruitment	
17	What internal and external resource do you have to promote you medical & AHP bank?	Auto enrolment for substantive joiners. Poster campaign, direct discussions
18	How are you recruiting bank workers?	
	a. What is your digital strategy for bank recruitment (e.g. NHS Jobs)?	NHS jobs
	b. How do you measure the success of this recruitment?	Fill rates
	c. How many posts in 16/17?	Rolling advert with no post restrictions
	d. How many applicants in 16/17?	Unable to provide
	e. How many were recruited in 16/17?	AHP - 13 Bank only new starters. Medical - 67 Bank
19	What incentive schemes do you have to encourage bank recruitment? (E.g. rewards packages, referrals etc.)	None
	Collaboration	
20	Do you have any collaborative data sharing agreements with other trusts in relation to temporary staffing costs? Please describe any arrangements and name the trusts involved	Not at present
21	Are you involved in any pay rates analysis?	yes, within the STP
22	Would you consider a data sharing arrangement with other trusts?	yes, within the STP

