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Freedom of Information Act Disclosure log - Reply Extract

You asked

Freedom of Information Questions – Pathology Out of Hours Payments

XX is conducting a review of Out of Hours payments for laboratory staff. We would like to establish how our payments compare with other organisations.

1. Does the Pathology Department in the Trust offer a 24/7 service?

Yes

2. If so, in which pathology disciplines (e.g. Haematology, Blood Transfusion, Chemical Pathology, Cytology, Histology, Microbiology)?

All blood sciences including Tissue Typing, Microbiology & Histology.

3. Does the Trust pay any enhancements (over and above Agenda for Changes terms and conditions) for out of hours working (5.30pm – 8.00am) in Pathology?

Not for periods between 08:00 – 20:00 I.E Extended Working Day. On call, Agenda for Change or shift payments are paid on a service by service basis.

4. If so, in which pathology disciplines?

Microbiology – Sessional fee
 Haematology/Blood Transfusion Science & Chemistry – Sessional Fee
 All other 24/7 on call as Agenda for Change

5. How are those enhancements structured (please specify by discipline and by grade of staff if there are differences between disciplines and grades)?

- a. For working shifts?** Haematology/Blood Transfusion Service & Chemistry- Based on a historic hourly rate reduced to align with other local trusts payments, 20% reduction over two years. Microbiology – Based on historic on call rate averaged in to a shift payment and reduced by 20% over two years.

- b. **For On-call** Agenda for Change rates, Mortuary, Histology and Tissue Typing .
- c. **For covering gaps in rotas at short notice?** See answer to Q6c.
- d. **Any other circumstances (please specify)?** N/A

6. What is the remuneration for working out of hours in the relevant pathology disciplines (please specify by discipline if there are differences between disciplines)?

- a. **For working shifts?** As answer to Q4, Reduced by 20% in cost reduction programme.

For Microbiology, which operates as on call but with a sessional payment for equal work of equal value irrespective of grade.

Weekdays	£10.72/HR
Saturdays	£12.56/HR
Sundays	£13.08/HR

For Haematology/Blood Transfusion Service & Chemistry where they work the whole shift, equal work of equal value irrespective of grade.

Weekdays	£15.20/HR
Saturdays	£22.20/HR
Sundays	£20.20/HR

- b. **For On-Call?** As Agenda for Change, paid at grade for time worked
- c. **For covering gaps in rotas at short notice?** All on rota have the responsibility to cover all sessions (or take over if someone goes sick during shift).
- d. **Any other circumstances (please specify)?** N/A

Attachments included: No