

<b>File reference</b>	W17F408
<b>Key words</b>	Bank Recruitment
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<b>Attachments</b>	Yes

## **Freedom of Information Act Disclosure log - Reply Extract**

### **Response introduction to temporary staffing issues**

#### **Nursing**

There are on-going efforts to recruit nurses into Derriford Hospital including targeted social media campaigns, financial incentives including relocation packages, offering rotational roles and working with Universities to promote opportunities to newly qualified nurses. Alongside our recruitment campaigns there a number of work streams to ensure that we are using our resources as efficiently as possible including a review of shift patterns, the implementation of a new roster policy and increasing our bank resource.

#### **Medical**

A number of the Trust's posts that are vacant are related to hard to fill specialities. The Trust is currently undertaking a review of several work streams to identify how best to fill the gaps, whether through exploring international recruitment, exploring innovative workforce models to provide services in a different way, increase the number of doctors in training available to the Trust and to increase the use of our internal locum bank.

#### **Temporary staffing**

In addition to our own internal locum bank (for medical staff) and NHS Professionals (for nursing an non-medical staff), the Trust uses agency workers as a last resort when all other options have been explored, discounted and it is necessary to ensure appropriate standards of service delivery. The Trust will flex staff across departments as well as deploy temporary staff to ensure the continuation of a quality, safe service for patients.

In response to the caps on agency worker pay introduced in November 2015, the Trust is in regular conversation with agencies in order to work together to lower pay. Requests to use agency workers are scrutinised by the Executive team, to establish other routes of covering the work before using an agency worker. The Trust works collaboratively with other Trusts throughout the Southwest to drive down rates of pay across the region, undertaking regular review meetings.

#### **You asked**

**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.**

**Could you please return your response to my request in an Excel format? See email-attached file.**

**Our response**

Please refer to the attachment.

**Attachments included:** Yes

NHS Internal Bank Research

I am researching NHS trusts' 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 answer the following questions, split out for each staffing group where appropriate.

Questions	Trust Profile	2016/17							Other	
		Total	Medical & Dental	AHPs	Admin & Clerical	Nursing & Midwifery	Estates & Facilities	Scientific		
1	Total number of substantive staff in 2016/17	5884.48	892.19	385.36	1253.00	2580.25	50.25	613.14	110.29	
2	Total pay expenditure on substantive staff in 2016/17	£263,523,647	£93,073,986	£14,753,533	£37,423,443	£91,182,709	£1,817,342	£22,351,810	£2,920,823	
3	Total pay expenditure on overtime in 2016/17	£8,790,073	£4,655,930	£966,069	£423,846	£2,012,036	£237,185	£371,288	£123,720	
4	Do you have an internal bank? Please select the option that most accurately describes your bank for each staffing group:	Established	Established	Established	Established	Established	Established	No Bank		
5	Total number of internal bank staff	1175.00	686.00	0.00	63.00	426.00	0.00	0.00		
	Substantive	300.00	45.00		13.00	242.00				
	Bank Only	455.00	221.00		50.00	184.00				
	Rotational	420.00	420							
6	What was the average gross hourly rates paid for fixed rate overtime in 2016/17, splitting medical & dental by grade. TOTAL:									
	Overtime Consultant		£90.00							
	Overtime Staff Grade		£88.00							
	Overtime ST1								N/A	
	Overtime ST2								N/A	
	Overtime ST3								N/A	
	Overtime FY1								N/A	
	Overtime FY2								N/A	
	Overtime Associate Specialist		£84.00							
7	What is the average gross hourly rates paid for Internal bank staff? Please split medical & dental by grade. TOTAL:									
	Bank Consultant		£90.00	£90.00						
	Bank Staff Grade		£65.00	£65.00						
	Bank ST1		£50.00	£52.50						
	Bank ST2		£50	£52.50						
	Bank ST3		£62.50	£65.00						
	Bank FY1		£30	£32.50						
	Bank FY2		£40	£42.50						
	Bank Associate Specialist		£65.00	£65.00						
	Medical & AHP Internal Bank									
			Answers							
8	How does the trust monitor and track compliance?		HR team & Brookson system for Medics and some AHP's; NHSP for Theatre AHP's Information from NHSP is reviewed by HR Business Partners to identify any concerns over total hours worked. Medical Staff rotas are designed to be EWTD compliant and Trust has WTD Policy in place with responsibility for staff and managers to adhere to EWTD.							
9	How do you monitor Working Times Regulations?		Paid							
10	How do you apply holiday pay to bank only workers? (E.g. Is this accrued, paid etc.)		Paid							
	a. Why have you chosen to apply holiday pay in this way?		NHSP policy for non medical staff and most practical way to apply it for non regular bank shifts							
11	What actions have you taken to prevent equal pay claims from substantive workers where bank rates exceed substantive pay?		Bank rate shifts are available to our substantive staff							
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?		Most of our additional hours are undertaken via NHSP or internal medical bank shifts but occasionally ad hoc overtime may be offered by departments e.g. where staff member not on NHSP bank							
14	Please describe any measures in place to incentivise substantive employees to fill bank shifts (e.g. Opt out scheme etc.)		Small number of bank schemes in place to incentivise shifts e.g. staff in Theatre or ICU offered enhanced bank rate							
15	What other benefits are available to bank workers?		NHSP - Weekly pay, shift choice, pension scheme, free training & development							
16	Do you offer weekly payroll for internal bank workers?		NHSP - yes							
	a. If so is this in-house or outsourced?		Outsourced to NHSP & Brooksons							
	Bank Recruitment									
17	What internal and external resource do you have to promote you medical & AHP bank?		NHSP for AHP's, social media, website, NHS jobs. Internal communications for medical bank							
18	How are you recruiting bank workers?		NHSP - both online and paper registrations Internal recruitment NHSP - microsities, internet, social media, NHS jobs, linked in							
	a. What is your digital strategy for bank recruitment (e.g. NHS Jobs)?		Numbers of gaps filled via internal locum bank as oppsoed to Agency							
	b. How do you measure the success of this recruitment?		We do not hold this information							
	c. How many posts in 16/17?		We do not hold this information							
	d. How many applicants in 16/17?		We do not hold this information							
	e. How many were recruited in 16/17?		We do not hold this information							
19	What incentive schemes do you have to encourage bank recruitment? (E.g. rewards packages, referrals etc.)		NHSP - enhanced pay in some areas, competitions							
	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		Devonwide STP							
21	Are you involved in any pay rates analysis?		yes							
22	Would you consider a data sharing arrangement with other trusts?		yes							

