

Freedom of Information Request

Ref: 22-528

4 October 2022

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we hold some of the information you are requesting
- 1. Are Bank colleagues paid top of band for bank working or does bank pay fall in-line with Agenda for change guidelines i.e., at band point pay? (If this varies between specialisms, please give detail about variation)**
Band 6 and 7 are paid at top of the band. Band 5 and below are paid at AFC pay points.
- 2. Are bank colleagues engaged on employee contracts or worker agreements?**
In 2018 bank colleagues moved to Bank Worker Agreements.
- 3. Are there any monetary incentivisation or reward schemes in operation for Bank colleagues that aim to tackle staffing shortages?**
Yes
- 4. Please give detail of the above scheme/s by answering the following points;**
How much is offered per shift?
ED AOA 50% additional and AOA 30% additional
How are payments distributed and authorised within the trust?
Via Health Roster / CER and Payroll.
Does the scheme/s have any eligibility criteria?
The employee needs to book into these shifts.
Is the scheme/s operational all year round or do you only offer incentivisation/reward at times of great need i.e. winter pressures?
ED AOA is currently until 30th November 2022 and AOA ongoing.

Is this a formal scheme or it is at the discretion of senior management to offer incentivisation as required?

This was agreed through the Trust Pay Approval Group.

5. How many shifts in the financial years 19/20, 20/21, 21/22 received monetary reward/incentivisation?

We do not hold this information.

6. How much did the trust spend on incentivisation/reward in the above years?

We do not hold this information.

7. Are there any non-monetary incentivisation/reward schemes in operation in the trust for bank working that aim to increase staffing levels at times of need?

No.

8. If answered yes to the above, please give detail of the scheme?

Not applicable.

9. Have the monetary and/or non-monetary schemes positively impacted bank fill rates during times of use? (Please provide data to support)

We do not hold this information.

10. Do you operate weekly, monthly or other (please state) pay schedules for bank colleagues?

Weekly for Bank only. Monthly for permanent staff with bank posts.

11. Please provide data, by month, for the amount of bank, agency and unfilled shifts during financial years 19/20, 20/21, 21/22 for the below specialisms;

Registered Nursing

Healthcare Assistants

Medical & Dental

Allied Health Professionals

Healthcare Support

Administration & Clerical

Please see the attached bank and agency shift document

12. Please provide spend information, by month, for bank and agency for financial years 19/20, 20/21, 21/22 for the below specialisms;

Registered Nursing

Healthcare Assistants

Medical & Dental

Allied Health Professionals

Healthcare Support

Administration & Clerical

Bank Spend (£000s)

Please note UHBW do not have bank for Medical & Dental staff; internal and external Locums provide cover for vacant shifts. Locum spend is included in this return under Medical & Dental.

Financial Year	Period	Administration & Clerical	Allied Health Professionals	Healthcare Assistants	Healthcare Support	Medical & Dental	Registered Nursing	Total
2020	1	179	47	567	105	200	684	1,781
	2	211	29	586	115	213	674	1,830
	3	194	59	594	114	211	732	1,903
	4	231	60	669	150	339	717	2,166
	5	212	67	667	145	235	662	1,988
	6	212	67	671	123	175	798	2,046
	7	220	61	588	139	190	787	1,985
	8	203	40	620	121	188	787	1,960
	9	196	34	670	123	119	730	1,872
	10	231	63	738	128	238	875	2,272
	11	203	36	710	118	118	975	2,159
	12	211	73	791	140	249	1,165	2,629
2020 Total		2,503	636	7,871	1,521	2,475	9,586	24,591
2021	1	182	139	714	125	273	1,131	2,564
	2	133	29	607	95	299	507	1,613
	3	175	77	714	156	416	879	2,417
	4	173	97	759	149	421	802	2,402
	5	174	94	780	171	384	826	2,429
	6	184	93	663	161	525	757	2,384
	7	223	95	792	168	385	909	2,573
	8	174	105	658	131	549	939	2,556
	9	215	53	718	146	1,011	731	2,875
	10	182	101	716	135	865	850	2,849
	11	220	61	760	152	753	1,208	3,154
	12	293	147	823	213	1,001	1,088	3,565
2021 Total		2,328	1,033	8,704	1,802	6,882	10,627	31,381
2022	1	164	28	673	204	918	692	2,679
	2	188	55	772	142	1,027	817	3,001
	3	153	116	446	89	850	594	2,249
	4	187	102	794	188	916	800	2,987
	5	363	176	1,717	411	1,327	1,849	5,844
	6	208	32	912	172	1,055	715	3,030
	7	143	70	723	178	1,330	841	3,285
	8	177	84	759	150	1,312	813	3,295
	9	197	124	855	229	1,520	846	3,770
	10	241	158	1,057	228	1,746	1,208	4,637
	11	249	114	971	205	1,820	1,039	4,397
	12	394	229	1,316	348	1,883	1,352	5,522
2022 Total		2,664	1,224	10,995	2,544	15,704	11,566	44,696

13. Does the trust operate an agency tiering system in-line with NHSE agency cap guidelines, to include the 50% cap?

Yes

14. If answered yes to above please give brief detail as to how this operates?

For nursing we have tiers 1 to 4. Tiers 1 to 3 are through our neutral vendor.

15. Does the trust have a central team that manage temporary staffing or does the trust have a vendor arrangement or is this managed in another way (please give detail)?

Yes

16. If answered yes to above, does this team include a clinical colleague who has line-management responsibilities over bank colleagues?

Yes

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust**