

NHS Int

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ernal Bank Research

NHS trusts' use of internal banks. The purpose of the FOI is to understand how all trusts are currently utilising internal banks. The following questions, split out for each staffing group where appropriate.

Trust Profile
Total number of substantive staff in 2016/17
Total pay expenditure on substantive staff in 2016/17
Total pay expenditure on overtime in 2016/17
Do you have an internal bank? Please select the option that most accurately describes your bank for each
Total number of internal bank staff
Substantive
Bank Only
Rotational
What was the average gross hourly rates paid for fixed rate overtime in 2016/17, splitting medical & dental
Overtime Consultant
Overtime Staff Grade
Overtime ST1
Overtime ST2
Overtime ST3
Overtime FY1
Overtime FY2
Overtime Associate Specialist
What is the average gross hourly rates paid for Internal bank staff? Please split medical & dental by grade.
Bank Consultant
Bank Staff Grade
Bank ST1
Bank ST2
Bank ST3
Bank FY1
Bank FY2
Bank Associate Specialist
Medical & AHP Internal Bank
How does the trust monitor and track compliance?
How do you monitor Working Times Regulations?
How do you apply holiday pay to bank only workers? (E.g. Is this accrued, paid etc.)
a. Why have you chosen to apply holiday pay in this way?
What actions have you taken to prevent equal pay claims from substantive workers where bank rates exceed
Do you allow PSC workers on the internal bank?
Please describe when and why you would choose to pay workers via overtime instead of bank? What are the
Please describe any measures in place to incentivise substantive employees to fill bank shifts (e.g. Opt out
What other benefits are available to bank workers?
Do you offer weekly payroll for internal bank workers?
a. If so is this in-house or outsourced?
Bank Recruitment
What internal and external resource do you have to promote you medical & AHP bank?
How are you recruiting bank workers?
a. What is your digital strategy for bank recruitment (e.g. NHS Jobs)?
b. How do you measure the success of this recruitment?

c. How many posts in 16/17?

d. How many applicants in 16/17?

e. How many were recruited in 16/17?

What incentive schemes do you have to encourage bank recruitment? (E.g. rewards packages, referrals etc.)

Collaboration

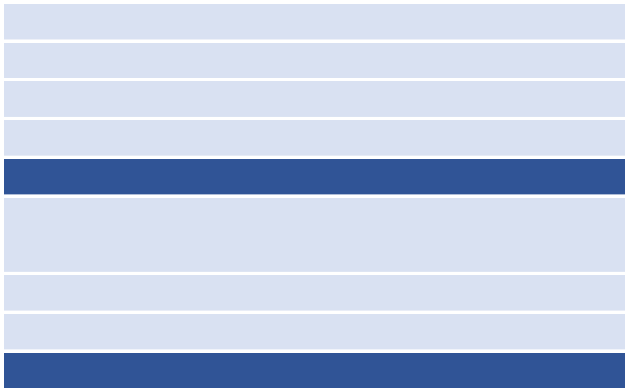
Do you have any collaborative data sharing agreements with other trusts in relation to temporary staffing costs? Please describe any arrangements and name the trusts involved

Are you involved in any pay rates analysis?

Would you consider a data sharing arrangement with other trusts?

bank staff, and any plans and strategies to grow them.

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