

<b>Reference:</b>	FOI.13082.23
<b>Subject:</b>	Bank staff pay
<b>Date of Request:</b>	6 November 2023

**Requested:**

Enhanced pay to bank staff in August 2021:

1. Where did the decision to change the pay come from and why was it decided not to be included as pensionable?
2. What defines overtime and why isn't the work bank staff are doing now considered overtime?
3. In what document was it announced?

**Response:**

1. Hywel Dda University Health Board (UHB) confirms that the decision to pay the flexible incentive rate was approved by the Executive Directors' Team on 25 August 2021 and was made available to staff from 26 August 2021. As per the Agenda for Change (A4C) Terms and Conditions of Service, the incentive rate was above the normal rate of pay and therefore, it was not a pensionable payment.

A copy of the NHS Business Services Authority (BSA) factsheet on pensionable and non-pensionable pay has been provided, at Attachment 1.

2. The UHB confirms that overtime is a payment made to substantive staff who have worked in excess of full-time hours (37.5 hours per week). Bank workers are not substantive staff and do not have contracted hours; therefore, overtime does not apply.
3. The UHB confirms that as a result of the Executive Directors' Team meeting on 25 August 2021, a Flexible Reward Incentive paper was produced, and the details were cascaded through the management structure to staff.

Additionally, a global email message was issued from Dr Phil Kloer, Executive Medical Director/Deputy Chief Executive Officer on 27 August 2021, advising that enhanced rates of pay were available for staff that could help during a period of significant pressure. A copy of the Global email has been provided, at Attachment 2.