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| <b>Reference:</b>       | FOI.13030.23    |
| <b>Subject:</b>         | Bank staff      |
| <b>Date of Request:</b> | 1 November 2023 |

**Requested:**

|                                                                                                                                        | Locum | Nurse | AHP | NMNC |
|----------------------------------------------------------------------------------------------------------------------------------------|-------|-------|-----|------|
| 1. Payment arrangements for Bank worker shifts – what point on the Agenda for Change pay scale is paid?                                |       |       |     |      |
| 2. Do you administer any bank-enhanced rates of pay? If so, what are these and what staff groups/grades, and where are they applicable |       |       |     |      |
| 3. What % of WTR payment is made with regards to Bank worker pay?                                                                      |       |       |     |      |
| 4. What financial and non-financial benefits do your Bank workers have access to and what rationale for these?                         |       |       |     |      |

**Response:**

Hywel Dda University Health Board (UHB) does not have bank staff for the Locum category.

1. The UHB confirms Nursing, Allied Health Professionals (AHP) and Non-medical Non-Clinical (NMNC) bank positions, are paid in accordance with Agenda for Change (A4C) Terms and Conditions of Service (T&Cs) and remuneration is at the employee's A4C salary for the hours worked. Bank workers start at the bottom of the pay band and progress through the points on the band.
2. As advised in response to question 1, bank employees are paid in accordance with A4C T&Cs. Therefore, other than those detailed in the A4C handbook, no bank enhanced rates of pay are administered.
3. The UHB confirms that the Working Time Directive (WTR) paid to bank employees is 12.07%.
4. The UHB confirms that all bank employees have access to all of the staff benefits available, excluding salary sacrifice schemes, as the UHB would be unable to undertake affordability checks for bank employees.