

Reference:	FOI.12963.23
Subject:	Bank staff
Date of Request:	24 October 2023

Requested:

Can you please respond to the below questions as per the Freedom of Information Act 2000?

Trust	1. The average time to hire for Bank workers for each Trust for the last 12 months				2. What are your hardest roles to fill currently?				3. Payment arrangements for Bank worker induction and mandatory training, number of hours paid and what level of payment is made on AFC scale?			
	Locum	Nurse	AHP	NMNC	Locum	Nurse	AHP	NMNC	Locum	Nurse	AHP	NMNC

Response:

- Hywel Dda University Health Board (UHB) does not hold the information exactly as requested. The data provided to the UHB by Recruitment Services in NHS Wales Shared Services Partnership (NWSSP) does not have the details at the level requested. Additionally, the UHB does not have a bank for the Locum category.

However, the UHB can confirm that during the period 1 April 2023 to the date of your request, the average time to hire a bank member of staff is 61.8 working days; this exceeds both the All Wales target of 71 working days and the year-to-date Wales Monthly Average of 76.7 working days.

- The UHB confirms that it does not have any hard to fill nurse or Non-medical Non-clinical (NMNC) positions, whereby the UHB has tried and failed on multiple occasions to recruit. However, the Locum positions for Medical and Dental (M&D) hard to fill positions include Psychiatry, Paediatrics, General Surgery and Psychology. With Allied Health Professionals (AHP), a hard to fill position is for Psychology.
- As advised in response to question 1, the UHB does not have bank in place for Locums. However, for nursing, AHP and NMNC positions, remuneration is at the employee's Agenda for Change (A4C) salary for the hours worked.

The induction and mandatory training requirements for bank staff, are provided within the table below:

Nurse	Bank staff induction for staff without previous experience includes two (2) days' manual handling, six (6) days' Skills to Care and two (2) shadow shifts, which equates to seventy-five (75) hours, plus up to 22 hours e-learning.
AHP	Bank staff are required to complete two (2) days' manual handling (15 hours) and the UHB's welcome session (2.5 hours). Some bank staff are required to complete six (6) days' skills to care and emergency handling (6 hours).

NMNC	Bank staff are required to complete the UHB's welcome session (2.5 hours) and load handling training (3.5 hours).
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