

Reference:	FOI.4328.20
Subject:	Flexible working and night shifts
Date of Request:	21 October 2020

Requested:

Due to flexible working and maternity leave, what initiatives do the Health Board have in place to cover night shifts and breach the gaps?

Do you offer additional pay to employees, other incentives that would encourage them to work these shifts or do you have a bank of individuals that can fill such gaps when needed?

Response:

Hywel Dda University Health Board (UHB) confirms that many patient services are delivered twenty four (24) hours a day. Managers are responsible for determining the staffing ratio needed to deliver these services, using electronic or manual rostering systems ensuring there is adequate staffing levels for night time cover.

Where substantive staff are required to cover services at night, enhanced rates of pay are available via unsociable hours payments, out of hours intensity banding payments or on-call allowances depending on the terms and conditions of the staff group providing the cover and the type of cover needed at night.

The Agenda for Change (A4C) enhanceable payments and the Medical and Dental Terms and Conditions are available on the NHS Employers website via the following links:

<https://www.nhsemployers.org/pay-pensions-and-reward/agenda-for-change/nhs-terms-and-conditions-of-service-handbook/unsocial-hours-payments>

<https://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/ Terms and Conditions of Service NHS Medical and Dental Staff 300813 bt.pdf>

Additionally, the UHB has the option to ask substantive staff to work additional hours, with their agreement, or engage bank or agency workers to cover the gaps of any unfilled shifts.