

Reference:	FOI.19911.26
Subject:	Nursing bank shifts
Date of Request:	13 March 2026

Requested:

We are looking for information on your registered nurse (band 5 and above) bank shifts. If possible, please exclude midwifery staff from any data you send.

1. Please tell us - how many bank shifts were worked at your trust by registered nurses during the periods below. Please set out these shifts by Agenda for Change (AfC) pay band, if possible (numbers included as example):

Level of nurse bank shifts	Oct – Dec 2025	Oct – Dec 2024	Oct – Dec 2023
Band 5	2050	1100	1200
Band 6	1000	570	300
Band 7+	0	20	7
Total	3050	1690	1507

2. Please tell us – the total amount spent by your trust on bank shifts worked by registered nurses during the periods below. Please set out the amounts spent by Agenda for Change (AfC) pay band, if possible. If it is not possible to provide this by band, please give the total amount (numbers included as example):

Level of nurse bank shifts	Oct – Dec 2025	Oct – Dec 2024	Oct – Dec 2023
Band 5	£205000	£110000	£120000
Band 6	£150000	£85500	£45000
Band 7+	0	£4000	£1400
Total	£355000	£199500	£166400

3. Does your organisation offer a variety of registered nurse bank shifts at different pay bands (such as in tables above) or does it instead adopt a ‘flat rate’ per hour that all bank nurses would receive?

- a. If it adopts a ‘flat rate’ please detail what the hourly rate is for all registered nurses. E.g: £15.88 hourly rate

4. Have there been any changes to your bank shift policy for registered nursing staff since January 2024? If so, please explain what these changes were.

Response:

1. Hywel Dda University Health Board (UHB) provides within the table below as requested, the number bank shifts worked by Registered Nurses (RNs), by Agenda for Change (A4C) pay band, during the periods requested.

A4C pay band	October – December 2025	October – December 2024	October – December 2024
Band 5	5,430	3,513	2,155
Band 6	243	450	592

Band 7+	58	25	21
Total	5,731	3,988	2,768

2. The UHB does not hold the information exactly as requested as bank shifts for RNs are recorded on one (1) cost code, therefore the UHB is unable to breakdown the spend by A4C pay band. However, the UHB provides within the table below, the total spend on RN bank shifts for the periods requested.

Period	Total spend
October – December 2025	£1,128,177.00
October – December 2024	£1,434,999.00
October – December 2024	£1,742,556.00
Total	£4,305,732.00

3. The UHB confirms all bank shifts are remunerated at A4C pay rates.

4. The UHB confirms that no changes have been made to its bank shift policy since January 2024.