Freedom of Information Act 2000 disclosure log entry

Reference

17-18110

Date sent

28/07/20170-

Subject

Bank Staff Usage and Recruitment

Details of enquiry

I am researching NHS organisations use of internal banks. The purpose of the FOI is to understand how all trusts are currently utilising bank staff, and any plans and strategies to grow them.

Could you please return your response to my request in an Excel format

Response Sent

Your request for information, as detailed in your email below, has been considered in line with the requirements of the FOI Act 2000, and the information requested is attached in spreadsheet form and also, for our own ease of reference, has been pasted below.

The Tavistock and Portman NHS
NHS Foundation Trust

Trust Profile	Total	Medical & Dental	AHPs	Admin & Clerical	Nursing & Midwifery	Estates & Facilities	2016/17 Scientific
Total number of substantive staff in 2016/17	563.20	41.70		207.55	24.10	19.55	270.30
Total pay expenditure on substantive staff in 2016/17	£32,600,000	£4,295,000		£11,456,770	£1,354,000	£682,230	£14,812,000
Total pay expenditure on overtime in 2016/17	£27,000					£27,000	£0
Do you have an internal bank? Please select the option that most accurately describes your bank for each staffing group:	Established	No Bank	No Bank	Established	No Bank	No Bank	No Bank
Total number of internal bank staff	35.00			35.00			
Substantive							
Bank Only	35.00			35.00			
Rotational							
What was the average gross hourly rates paid for fixed rate overtime in 2016/17, splitting medical & dental by grade. TOTAL:							
Overtime Consultant	£0.00						
Overtime Staff Grade	£0.00						
Overtime ST1	£0.00						
Overtime ST2	£0.00						
Overtime ST3	£0.00						
Overtime FY1	£0.00						
Overtime FY2	£0.00						
Overtime Associate Specialist	£0.00						
What is the average gross hourly rates paid for Internal bank staff? Please split medical & dental by grade. TOTAL:	£0.00						
Bank Consultant	£0.00						
Bank Staff Grade	£0.00						
Bank ST1	£0.00						
Bank ST2	£0.00						

	Medical & AHP Internal Bank	Answers
8	How does the trust monitor and track compliance?	not applicable
9	How do you monitor Working Times Regulations?	not applicable
10	How do you apply holiday pay to bank only workers? (E.g. Is this accrued, paid etc.)	accrued
	a. Why have you chosen to apply holiday pay in this way?	
11	What actions have you taken to prevent equal pay claims from substantive workers where bank rates exceed substantive pay?	set bank rates
12	Do you allow PSC workers on the internal bank?	No
13	Please describe when and why you would choose to pay workers via overtime instead of bank? What are the benefits?	no overtime apart from estates
14	Please describe any measures in place to incentivise substantive employees to fill bank shifts (e.g. Opt out scheme etc.)	Admin bank pool only
15	What other benefits are available to bank workers?	none
16	Do you offer weekly payroll for internal bank workers?	yes
	a. If so is this in-house or outsourced?	in house

Bank Recruitment		Answers
17	What internal and external resource do you have to promote you medical & AHP bank?	not applicable
18	How are you recruiting bank workers?	Via e-recruitment and staff referrals
19	a. What is your digital strategy for bank recruitment (e.g. NHS Jobs)?	NHS Jobs, TRAC and Twitter
	b. How do you measure the success of this recruitment?	Number of registrants onboarded
	c. How many posts in 16/17?	35
	d. How many applicants in 16/17?	126
	e. How many were recruited in 16/17?	72
	What incentive schemes do you have to encourage bank recruitment? (E.g. rewards	None
Collaboration		Answers
20	Do you have any collaborative data sharing agreements with other trusts in relation to temporary staffing costs? Please describe any arrangements and name the trusts involved	no
21	Are you involved in any pay rates analysis?	no
22	Would you consider a data sharing arrangement with other trusts?	yes