

## Briefing note regarding Nursing Bank rates (excludes Maternity)

February 2018

### Introduction

The Trust recognises that bank workers (bank only workers and substantive staff working bank shifts) play a vital role in supporting the Trusts objectives and helping to ensure that the Trust is able to continue providing excellent standards of care to its patients. As such, we would like to thank everyone who undertakes bank shifts for their on-going support of the Trust. This contribution is greatly valued.

This briefing note explains the new bank rates for Nursing and Midwifery staff at Frimley Health across all our sites and departments which came into effect from the 1<sup>st</sup> November 2018.

### New bank rates

The table below details the new bank rates:

Grade	Band 5 Agency Cap	inc HCAS & WTD			
		Day	Night/Sat	Sun	BH
Band 5	£17.11	17.30	22.24	27.18	26.12
Band 5 Enhancement*		19.14	24.08	29.02	27.96
Band 6 Mid-Point		18.45	23.72	29.00	27.86
Band 6 Enhancement*		19.39	24.66	29.94	28.80
Band 7 Mid-Point		22.62	29.11	35.61	34.21

*\*Enhanced Bank rates are temporary (reviewed quarterly) and applied to wards which have a high vacancy rate (approximately 25%+). Current wards at Wexham Park which receive an enhanced rate include: AMU, Angiography Suite, ED, ASU, Eden Ward, Ward 20, Ward 1 & 4, Paediatrics and ITU*

The key principles of these changes are:

- In August 2016 it was identified that there were over 250 various enhanced custom bank rates in operation at Wexham Park. In order to increase transparency and consistency it was decided (in August 2016) to standardise these custom bank rates into a standard set of temporary custom Banks rates to be used only by wards experiencing high vacancy rates.
- Last year it was identified that these temporary enhanced custom bank rates were higher than the NHSI agency pay caps. Rather than remove these enhanced rates altogether, it was decided that they should remain but reduce slightly in order to ensure closer alignment with the NHSI agency price caps.
- The Band 5 enhanced day rate reduced from £20ph to £19.14 (which is still significantly higher than the agency cap at £17.11)
- The Band 6 enhanced day rate reduced from £23 to £19.39. The Band 7 enhanced custom rate was the same rate as the Band 6 rate and has now been removed.
- The Band 5 standard bank rate remains 'Top of Band' and is unaffected by these changes.
- Other trusts adopt a policy whereby Band 6/7 staff covering a Band 5 shift will be paid at Band 5 rate. The Trust has decided not to follow this process but instead reduced the Band 6/7 rate from top of band to mid-point. Staff that are currently on the top 4 points of these bands will be paid to the pay point of their substantive role until the end of March 2018. From 1<sup>st</sup> April 2018 these staff will then move to mid-point.

## Benchmarking Bank Rates

The table below shows a comparison of Frimley Health Bank rates compared to other local trusts. This information shows that our current Bank rates are competitive with other local trusts.

Band 5 Nursing Day Bank Rate comparison benchmark								
<i>Where trusts have different rates in place we have selected the highest rate</i>								
Frimley Health		Local trusts						
Band 5 Standard	Band 5 Enhanced*	Hillingdon Hospital	Kingston	Oxford	Royal Berkshire Hospital	Royal Surrey	Southampton	West Herts
£17.30	£19.14	£15.56	£13.58	£21.67	£20.00	£14.68	£16.73	£15.44

*\*Enhanced Bank rates are temporary (reviewed quarterly) and applied to wards which have a high vacancy rate (approximately 25%+).*

## Why does the Trust need to change the pay rates?

There have been several factors in the Trust reviewing and changing the pay rates. These include:

- Adherence to NHS Improvement (the NHS financial regulator) rules and regulations. The Trust faces increasing pressure from NHSI to ensure that all rules and regulations are being met. Unfortunately, some of our previously agreed pay rates did not meet these rules.
- Increase consistency and fairness across pay bands, wards and departments.
- Incentivise staff to work Bank shifts (reduce reliance on agency staff) and remain competitive with neighbouring Trusts. The new pay rates will still ensure that Frimley Health is still paying above the average for bank shifts.
- The new pay rates also make joining the bank an attractive option to agency staff as they match or are higher than the NHS Improvement approved rates of pay for agency staff.