NHS Internal Bank Research

I am researching NHS trusts' use of internal banks. The purpose of the FOI is to understand how all trusts are currently utilising bank staff, and any plans and st
Please answer the following questions, split out for each staffing group where appropriate.

Questions	Trust Profile	Total
1	Total number of substantive staff in 2016/17	9721
2	Total pay expenditure on substantive staff in 2016/17	£341,267,981
3	Total pay expenditure on overtime in 2016/17	£3,559,997
4	Do you have an internal bank? Please select the option that most accurately describes your	Established
5	Total number of internal bank staff	
	Substantive	4,204.00
	Bank Only	2,641
	Rotational	1,563
6	What was the average gross hourly rates paid for fixed rate overtime in 2016/17, splitting medical & dental by grade. TOTAL:	The Trust doesn't pay "overtime" to Medical s
	Overtime Consultant	
	Overtime Staff Grade	
	Overtime ST1	
	Overtime ST2	
	Overtime ST3	
	Overtime FY1	
	Overtime FY2	
	Overtime Associate Specialist	
7	What is the average gross hourly rates paid for Internal bank staff? Please split medical & dental by grade. TOTAL:	The Trust doesn't have a Medical Staff "bank"
	Bank Consultant	
	Bank Staff Grade	
	Bank ST1	
	Bank ST2	
	Bank ST3	
	Bank FY1	
	Bank FY2	

	Bank Associate Specialist	
	Medical & AHP Internal Bank	**Answers**
8	How does the trust monitor and track compliance?	Monthly reporting
9	How do you monitor Working Times Regulations?	System monitored
10	How do you apply holiday pay to bank only workers? (E.g. Is this accrued, paid etc.)	Paid
	a. Why have you chosen to apply holiday pay in this way?	Operational Efficiency
11	What actions have you taken to prevent equal pay claims from substantive workers where bank rates exceed substantive pay?	Not applicable
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?	Less than full time staff
14	Please describe any measures in place to incentivise substantive employees to fill bank shifts (e.g. Opt out scheme etc.)	Incentivised rate for hard to recruit areas
15	What other benefits are available to bank workers?	Weekly pay for bank only
16	Do you offer weekly payroll for internal bank workers?	Yes for bank only workers
	a. If so is this in-house or outsourced?	In House
	Bank Recruitment	
17	What internal and external resource do you have to promote you medical & AHP bank?	NHS Jobs & Trust Website
18	How are you recruiting bank workers?	NHS Jobs & Trust Website
	a. What is your digital strategy for bank recruitment (e.g. NHS Jobs)?	NHS Jobs & Trust Website
	b. How do you measure the success of this recruitment?	Monthly Reporting
	c. How many posts in 16/17?	109
	d. How many applicants in 16/17?	275
	e. How many were recruited in 16/17?	143
19	What incentive schemes do you have to encourage bank recruitment? (E.g. rewards packages, referrals etc.)	None
	Collaboration	
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

:rategies to grow them.

			2016/17		
Medical & Dental	AHPs	Admin & Clerical	Nursing & Midwifery	Estates & Facilities	Scientific
1251	578	1878	3499	1044	1021
£108,473,789	£42,315,355	£50,019,157	£111,431,571	£19,735,949	£9,292,160
£0	£454,519	£210,319	£1,806,121	£966,942	£122,095
Established	Growing	Established	Established	Established	Growing
188	86	826	2,693	272	139
12	35	513	1,846	155	80
176	51	313	847	117	59

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