

FOI 3863

Bank Shift Policies – Nurses

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

- 1) 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?

This response relates to the shifts on the rostering system which are processed through the Nurse Bank Office.

Level of nurse bank shifts	Oct – Dec 2025	Oct – Dec 2024	Oct – Dec 2023
Band 5	7368	8039	7711
Band 6	727	757	535
Band 7+	716	741	1005
Total	8811	9537	9251

- 2) The total amount spent by your Trust on bank shifts worked by registered nurses during the periods below. Set out the amounts spent by Agenda for Change (AfC) pay band, if possible.

Level of nurse bank shifts	Oct – Dec 2025	Oct – Dec 2024	Oct – Dec 2023
Band 5	£1,970,585	£1,885,173	£1,713,332
Band 6	£399,200	£464,369	£339,266
Band 7+	£321,375	£409,905	£435,175
Total	£2,691,160	£2,759,447	£2,487,773



- 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?**
- (i) If it adopts a 'flat rate' detail what the hourly rate is for all registered nurses. E.g: £15.88 hourly rate**

Hourly rate paid for bank shifts is dependent on Band of Staff, point on pay scale, and shift worked.

Night Duty, weekends and public holidays attract an enhanced rate in addition to pay band and point of scale.

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

No changes have been made to Bank Shift Policy since January 2024.