

NHSBT

Agency Workers

Salary Rates and Allowances

1 April 2020

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1.0 Pay bands

The English pay bands for NHSBT are divided into nine pay bands. The hourly rates for these pay bands can be found at appendix 1 (link below). Please note that we also have different pay bands for Scotland, Wales and Northern Ireland, if an Agency member of staff is recruited to work in these countries please ask for details of their hourly rates on an individual basis.

Within each pay band there are a number of pay points to allow pay progression in post. Staff will progress from point to point on an annual basis to the top point in their pay band provided their performance is satisfactory, subject to the formal appraisal process.



Hourly rates
2020.xls

2.0 Allowances - Hourly Rates

2.1 Unsocial Hours Working

There are 2 different payments for NHSBT staff who work unsocial hours: -

- a) Section 2 rates rates
- c) NHSBT Predictable rates

- a) **Section 2 rates – Staff who work 24/7 and those who work unpredictable shifts each week, which require them to work hours deemed to be unsocial. e.g. Donor Carers.**

Staff in this group will be remunerated as per table 2, Section 2 of the NHS Terms and Conditions of Service handbook, where unsocial hours are defined as hours:-

- On a week day between 8pm and 6am
- On a Saturday (midnight to midnight)
- On a Sunday and Public Holiday (midnight to midnight)

Payments are made retrospectively based an actual unsocial hours worked.

Pay band	Week days 8pm to 6am and Saturdays	Sundays and Public Holidays
1	Time plus 47%	Time plus 94%
2	Time plus 41%	Time plus 83%
3	Time plus 35%	Time plus 69%
4-9	Time plus 30%	Time plus 60%

The above group will receive hourly rates from the rates detailed in appendix 2 – Section 2 hourly rates (link below).



Section 2 hourly rates 2020.xls

- b) **NHSBT predictable rates - Staff who work planned shifts either fixed or rotating that requires them to work unsocial hours**

Staff in this group will be remunerated as follows, for unsocial hours defined as:-

- On a weekday between 8pm and 6am
- On a Saturday (midnight to midnight)
- On a Sunday and Public Holiday (midnight to midnight)

Staff will receive a percentage enhancement for each standard hours worked during the defined unsocial periods. These enhancements will be as follows:-

Pay band	Week days 8pm to 6am and Saturdays	Sundays and Public Holidays
1	Time plus 50%	Time plus 100%
2	Time plus 50%	Time plus 100%
3	Time plus 50%	Time plus 100%
4-9	Time plus 50%	Time plus 100%

Where a continuous night shift or evening shift on a weekday includes hours outside the period 8pm to 6am, the enhancement should be applied to the whole of the shift if more than half the time falls in the unsocial period.

They will not be included in any part of the calculation of overtime, on-call or any other payment.

The above group will receive hourly rates from the rates detailed in appendix 4 - Predictable hourly rates.



Predictable rates
2020.xls

2.2 High Cost Area Supplement

HCAS are specified in Section 4, annex 8 & 9 of the NHS Terms and Conditions Handbook. The table below states the NHSBT locations and the NHS HCAS that are applicable.



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The supplements are expressed as a proportion of basic pay (including the value of any long-term recruitment and retention premium) but subject to a minimum and maximum level of extra pay.

High cost area supplements will be pensionable. They will not count as basic pay for the purposes of calculating overtime payments, unsocial hours payments, on-call availability payments or any other payment, excluding sick pay.

Area	Level
Inner London	20% of basic salary, subject to a minimum payment of £4,473 and a maximum payment of £6,890 p.a.
Outer London	15% of basic salary, subject to a minimum payment of £3,784 and a maximum payment of £4,822 p.a.
Fringe	5% of basic salary, subject to a minimum payment of £1,034 and a maximum payment of £1,791 p.a.

The above group will receive hourly rates from the rates detailed in appendix 6 – HCAS (link below).



HCAS Hourly rates
2020.xls

2.3 On-call working

On-call is being formally available for a defined period of time outside of normal departmental working hours, in order to respond to a call, as a result of which work is undertaken in the workplace or to give professional/technical advice which cannot wait until the commencement of the next normal working period. The work or advice will be of an unexpected/critical nature and/or related to a specific patient/donor need and/or to deal with an incident which may adversely affect product or other safety requirements.

The on-call rate is £1.74 (effective from 1 April 2020) per hour for weekday, weekends and public holidays. The on-call payment is pensionable.