

Royal Devon University Healthcare NHS Foundation Trust – Northern

Incentive Update from the 01st February

The Current incentive scheme will end on the 31st January. Incentive codes will no longer have a higher rate of pay attached to them. Please ensure when releasing shifts worked from the 01st February they are released at the Standard codes to ensure you are paid correctly. If the incorrect code has been assigned, please 'Query' the shift with reason 'incorrect code' so this can be amended and re-authorised.

The Trust will now introduce Enhanced pay (EP) as the Incentive Scheme for Bank Members, this will be effective from the 01st February and overrides all previous Incentive/Double Pay schemes.

Terms and Conditions

- New Bank Members with a '0' contract must have worked on the Bank for 3 Months before booking an EP shift.
- Bank Members with a '0' Contract must work 23.00 hours within a 7-day period Monday - Sunday to qualify for an EP shift.
- Once you have booked 23 hours within the 7-day period Monday -Friday you can book an EP shift which will be booked via Allocation on Arrival EP by the Duty Matron. It is your responsibility to ensure you have booked the qualifying amount of hours before booking an EP shift. Bookings can be made for Available EP shifts by calling the Duty Matron on 01271 322577 BLP 632 who will record the Enhanced pay on the Enhanced Pay log for processing.
- Shifts can be worked in any order but payments will only be made to those who have met the Terms and Conditions of the scheme.
- Refusal or Cancellation of an EP shift would result in not being able to pick up an EP shift in the next 7 days
- By booking an EP shift you are agreeing to work on the allocated ward/area, however you may be asked to move if required.
- EP shifts will be paid at Double of the Standard Day rate regardless of the shift type e.g. Nights /Weekends or Bank Holidays
- Bank Share members can also pick up an EP shift however the 23 hours must be worked at Royal Devon Healthcare and Bank Members must have completed the relevant Epic training.

The scheme is open to Bank Members with contracted hours within the Trust and those Bank Members would book an EP shift via Allocate on Arrival.

Bank Members who have met all the above criteria will receive payment for the enhanced shift the week after payment has been received for the Standard Shift (* subject to payroll deadlines)
Payments will be denoted on the payslip as **922 Incentive**

Please note there is no guarantee that EP shifts will be available this will be reviewed against staffing levels and released to Allocate on Arrival accordingly.

N.B Changes to the scheme may be implemented at short notice to meet Business needs.

For all Allocation on Arrival shifts please report to Clinical Site Management on Level 1 (next to the Library)

