

## FOI 046/2025 Response

I am writing to formally request information under the Freedom of Information Act 2000 regarding the management of temporary staffing at your Trust. Specifically, I would like to request the following:

1. **Fulfilment:** Are bank workers directly engaged with the Trust or provided by 3rd parties (such as NHS Professionals)

Bank workers directly engaged with the Trust.

Please note that from February 2025 , between 1 - 30 shifts per week via NHS Professionals.

2. **Arrangement:** Are bank workers legally 'workers' or 'employees' within your organisation?  
\*\*Clarification: by 'workers' or 'employees' I am referring to the legal status of the people on the bank. Information if available here <https://www.acas.org.uk/employment-status>

They are workers.

3. **Temporary Staffing Policy:** Please provide a copy of the current policy or guidelines in place for managing bank workers within the Trust.

Please see attachment.

4. **Management of Conduct and Performance Bank Workers:** Is there a clear process for managing complaints in relation to conduct / performance? Is this part of policy and procedure also used for permanent employees? Please supply documentation / SOPs where applicable.

Please see attachment.

5. **Appraisal Arrangements / Supervision:** Is an appraisal, PDR or supervision offered to bank workers? If so, at what interval and is this a mandatory requirement?

Please see attachment.