



Ein cyf/Our ref VG/03260/20

Ken Skates MS
Member of the Senedd for Clwyd South

ken.skates@senedd.wales

16 June 2020

Dear Ken,

Thank you for your letter of 19 May on behalf of a constituent regarding income issues for pregnant and vulnerable NHS bank staff. I hope that you will understand that it is not appropriate for me to comment on individual circumstances. However, I would expect that the employing organisation undertakes the appropriate risk assessment to assess pregnant and vulnerable staff to take the necessary steps.

Bank and locum workers operate on flexible working hours where they are able to choose the shifts they work dependant on their needs. Therefore, as they have a flexible contract with no fixed hours they are not entitled to the same benefits of being employed with a regular contract such as occupational sick pay. This is made clear to bank workers when they sign up to work under this service.

However, the Welsh Government understands the situation and constraints that bank workers who have been asked to shield have found themselves in and we have asked health boards and trusts to look again at the circumstances whilst considering the employment relationship of bank workers and their employment status.

Should bank and locum workers wish to have the same benefits of being a contracted member of staff including the security of regular shifts, sick pay and holiday pay they may wish to consider applying for a contracted NHS position, this could be for all or some of the hours they would wish to be employed for. I understand that currently all NHS Employers are currently holding local discussion with their bank and locum workers to see how and if they would like to have contracted work going forward to have the same benefits as employees for those contracted hours.

I expect health boards and trusts to agree a position very soon that means that bank and locum workers who have been asked to shield by the Welsh Government do not find themselves in a worse off position than their bank and locum colleagues who are able to continue working during the pandemic.

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

Gohebiaeth.Vaughan.Gething@llyw.cymru
Correspondence.Vaughan.Gething@gov.wales

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

I hope this information is helpful.

Yours sincerely,

A handwritten signature in black ink that reads "Vaughan Gething". The signature is written in a cursive, flowing style.

Vaughan Gething AS/MS

Y Gweinidog Iechyd a Gwasanaethau Cymdeithasol
Minister for Health and Social Services