



# EXECUTIVE UPDATE

1<sup>st</sup> February 2019

## Feb / March overtime incentives for providing optimal patient care

Thank you for providing compassionate care to patients this winter. You have continued to do an amazing job of keeping patients safe and this is reflected in our response to patients.

There has been a rise in incidents and pressures in some acute sites across the region - we want to ensure that whilst we continue to recruit more staff, we keep providing a good service. This week's cold spell and snow / ice conditions reminds us how important it is to be capable and ready.

In the last bulletin, you will have read that we were reviewing the period from 3<sup>rd</sup> February until the end of March. The Executive Leadership Team has agreed to a further incentive from **Sunday 3<sup>rd</sup> February to Sunday 31<sup>st</sup> March 2019** inclusive. It will replace the current scheme so if you were already booked on an overtime shift on the 3<sup>rd</sup> February you will get the new rate.

**There will be several incentivised shifts, including 12, 10 and 8 hour payments. This may be subject to change based on a weekly review. The incentives are available to:**

- All staff providing an emergency response (including HART)
- Staff working shifts in the Ambulance Operations Centre
- PTS staff providing dedicated discharge support within our contracts
- Operational support staff who are making sure our fleet is ready and available to respond
- Staff providing winter/tactical cell oversight functions as part of the winter plan.

### **To be eligible for the incentive payments**

- Requests must go to your local planners for consideration to help provide a fair offering to all. For shifts on Sunday 3<sup>rd</sup> and Monday 4<sup>th</sup> February please go through your local management team
- Overtime will be paid at the standard applicable AfC rates
- All part time, full time and bank staff are eligible for the enhanced payment
- No sickness absence between **01/02/19 – 28/02/19 (for additional hours worked in February)** and **01/03/19 – 31/03/19 (for additional hours worked in March)**. These months will be treated separately in relation to eligibility for incentive payments.
- All incentive payment claims for this scheme must be submitted in the March or April pay submissions.

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Separate schemes to each area of the business are attached which contain the detail.

*\*Administrators may claim up to 12 hours overtime working plus standard incentive rate to administer the booking and administration of pay claims.*

*It is the responsibility of all staff to ensure that the Working Time Directive is complied with. All managers will ensure the health and wellbeing of all staff undertaking additional duties and maintain compliance with statutory rest periods and working time regulations.*

Pressure on our workforce can also come from abnormally high level of staff sickness, impacting further on delivering the best care to patients. To limit this, we offer a wide range of support (from health and wellbeing to free flu jabs) and we are constantly updating IPC advice. It's vital you can also support your peers, so they can be as fit and well as possible.

Contact your locality planner to book shifts or speak to your line manager for any further information.

Once again, sincere thanks to everyone for keeping our patients safe, and your compassionate care.

**Trust Executive Team**

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The following shifts will be made available to each AGM area for A&E Operational shifts in DSAs and RRVs. For premium shifts, there is only one shift at the time and date shown available in each AGM area unless agreed otherwise. Each HART base will be able to provide a night ambulance on a Friday and Saturday at the premium rate.

Day	Date	Shift Length (pro rata shown for 10/8)		
		12	10	8
Sunday	03/02/2019	£200	£167	£134
Monday	04/02/2019	£200	£167	£134
Tuesday	05/02/2019			
Wednesday	06/02/2019			
Thursday	07/02/2019			
Friday	08/02/2019	£200	£167	£134
Saturday	09/02/2019	£200	£167	£134
Sunday	10/02/2019	£200	£167	£134
Monday	11/02/2019	£200	£167	£134
Tuesday	12/02/2019	£120	£100	£80
Wednesday	13/02/2019	£120	£100	£80
Thursday	14/02/2019	£120	£100	£80
Friday	15/02/2019	£200	£167	£134
Saturday	16/02/2019	£200	£167	£134
Sunday	17/02/2019	£200	£167	£134
Monday	18/02/2019	£200	£167	£134
Tuesday	19/02/2019	£120	£100	£80
Wednesday	20/02/2019	£120	£100	£80
Thursday	21/02/2019	£120	£100	£80
Friday	22/02/2019	£200	£167	£134
Saturday	23/02/2019	£200	£167	£134
Sunday	24/02/2019	£200	£167	£134
Monday	25/02/2019	£200	£167	£134
Tuesday	26/02/2019			
Wednesday	27/02/2019			
Thursday	28/02/2019			
Friday	01/03/2019	£200	£167	£134
Saturday	02/03/2019	£200	£167	£134
Sunday	03/03/2019	£200	£167	£134
Monday	04/03/2019	£200	£167	£134
Tuesday	05/03/2019			
Wednesday	06/03/2019			
Thursday	07/03/2019			
Friday	08/03/2019	£200	£167	£134
Saturday	09/03/2019	£200	£167	£134
Sunday	10/03/2019	£200	£167	£134
Monday	11/03/2019	£200	£167	£134
Tuesday	12/03/2019			
Wednesday	13/03/2019			
Thursday	14/03/2019			
Friday	15/03/2019	£200	£167	£134



Saturday	16/03/2019	£200	£167	£134
Sunday	17/03/2019	£200	£167	£134
Monday	18/03/2019	£200	£167	£134
Tuesday	19/03/2019			
Wednesday	20/03/2019			
Thursday	21/03/2019			
Friday	22/03/2019	£200	£167	£134
Saturday	23/03/2019	£200	£167	£134
Sunday	24/03/2019	£200	£167	£134
Monday	25/03/2019	£200	£167	£134
Tuesday	26/03/2019			
Wednesday	27/03/2019			
Thursday	28/03/2019			
Friday	29/03/2019	£200	£167	£134
Saturday	30/03/2019	£200	£167	£134
Sunday	31/03/2019	£200	£167	£134

### Patient Transport Services

The following shifts will be made available to each PTS contract area for two specific discharge vehicles.

Day	Date	PTS discharge Vehicles	Incentive for 12 hrs
Sunday	03/02/2019	0900-2100	£50
Monday	04/02/2019	0900-2100	£50
Tuesday	05/02/2019	0900-2100	£50
Wednesday	06/02/2019	0900-2100	£50
Thursday	07/02/2019	0900-2100	£50
Friday	08/02/2019	0900-2100	£50
Saturday	09/02/2019	0900-2100	£50
Sunday	10/02/2019	0900-2100	£50
Monday	11/02/2019	0900-2100	£50
Tuesday	12/02/2019	0900-2100	£50
Wednesday	13/02/2019	0900-2100	£50
Thursday	14/02/2019	0900-2100	£50
Friday	15/02/2019	0900-2100	£50
Saturday	16/02/2019	0900-2100	£50
Sunday	17/02/2019	0900-2100	£50
Monday	18/02/2019	0900-2100	£50
Tuesday	19/02/2019	0900-2100	£50
Wednesday	20/02/2019	0900-2100	£50
Thursday	21/02/2019	0900-2100	£50
Friday	22/02/2019	0900-2100	£50
Saturday	23/02/2019	0900-2100	£50
Sunday	24/02/2019	0900-2100	£50
Monday	25/02/2019	0900-2100	£50



Tuesday	26/02/2019	0900-2100	£50
Wednesday	27/02/2019	0900-2100	£50
Thursday	28/02/2019	0900-2100	£50
Friday	01/03/2019	0900-2100	£50
Saturday	02/03/2019	0900-2100	£50
Sunday	03/03/2019	0900-2100	£50
Monday	04/03/2019	0900-2100	£50
Tuesday	05/03/2019	0900-2100	£50
Wednesday	06/03/2019	0900-2100	£50
Thursday	07/03/2019	0900-2100	£50
Friday	08/03/2019	0900-2100	£50
Saturday	09/03/2019	0900-2100	£50
Sunday	10/03/2019	0900-2100	£50
Monday	11/03/2019	0900-2100	£50
Tuesday	12/03/2019	0900-2100	£50
Wednesday	13/03/2019	0900-2100	£50
Thursday	14/03/2019	0900-2100	£50
Friday	15/03/2019	0900-2100	£50
Saturday	16/03/2019	0900-2100	£50
Sunday	17/03/2019	0900-2100	£50
Monday	18/03/2019	0900-2100	£50
Tuesday	19/03/2019	0900-2100	£50
Wednesday	20/03/2019	0900-2100	£50
Thursday	21/03/2019	0900-2100	£50
Friday	22/03/2019	0900-2100	£50
Saturday	23/03/2019	0900-2100	£50
Sunday	24/03/2019	0900-2100	£50
Monday	25/03/2019	0900-2100	£50
Tuesday	26/03/2019	0900-2100	£50
Wednesday	27/03/2019	0900-2100	£50
Thursday	28/03/2019	0900-2100	£50
Friday	29/03/2019	0900-2100	£50
Saturday	30/03/2019	0900-2100	£50
Sunday	31/03/2019	0900-2100	£50



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### Ambulance Operations Centres (AOCs)

The following payments will be made for overtime hours. Shift availability will be limited and profiled to demand.

Day	Date	Shift Length (pro rata shown for 10/8)		
		12	10	8
Sunday	03/02/2019	£200	£167	£134
Monday	04/02/2019	£200	£167	£134
Tuesday	05/02/2019			
Wednesday	06/02/2019			
Thursday	07/02/2019			
Friday	08/02/2019	£200	£167	£134
Saturday	09/02/2019	£200	£167	£134
Sunday	10/02/2019	£200	£167	£134
Monday	11/02/2019	£200	£167	£134
Tuesday	12/02/2019	£120	£100	£80
Wednesday	13/02/2019	£120	£100	£80
Thursday	14/02/2019	£120	£100	£80
Friday	15/02/2019	£200	£167	£134
Saturday	16/02/2019	£200	£167	£134
Sunday	17/02/2019	£200	£167	£134
Monday	18/02/2019	£200	£167	£134
Tuesday	19/02/2019	£120	£100	£80
Wednesday	20/02/2019	£120	£100	£80
Thursday	21/02/2019	£120	£100	£80
Friday	22/02/2019	£200	£167	£134
Saturday	23/02/2019	£200	£167	£134
Sunday	24/02/2019	£200	£167	£134
Monday	25/02/2019	£200	£167	£134
Tuesday	26/02/2019			
Wednesday	27/02/2019			
Thursday	28/02/2019			
Friday	01/03/2019	£200	£167	£134
Saturday	02/03/2019	£200	£167	£134
Sunday	03/03/2019	£200	£167	£134
Monday	04/03/2019	£200	£167	£134
Tuesday	05/03/2019			
Wednesday	06/03/2019			
Thursday	07/03/2019			
Friday	08/03/2019	£200	£167	£134
Saturday	09/03/2019	£200	£167	£134
Sunday	10/03/2019	£200	£167	£134
Monday	11/03/2019	£200	£167	£134
Tuesday	12/03/2019			
Wednesday	13/03/2019			
Thursday	14/03/2019			



Friday	15/03/2019	£200	£167	£134
Saturday	16/03/2019	£200	£167	£134
Sunday	17/03/2019	£200	£167	£134
Monday	18/03/2019	£200	£167	£134
Tuesday	19/03/2019			
Wednesday	20/03/2019			
Thursday	21/03/2019			
Friday	22/03/2019	£200	£167	£134
Saturday	23/03/2019	£200	£167	£134
Sunday	24/03/2019	£200	£167	£134
Monday	25/03/2019	£200	£167	£134
Tuesday	26/03/2019			
Wednesday	27/03/2019			
Thursday	28/03/2019			
Friday	29/03/2019	£200	£167	£134
Saturday	30/03/2019	£200	£167	£134
Sunday	31/03/2019	£200	£167	£134