Flexible Staffing Bank
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NHS
Oxford Health
NHS Foundation Trust

Pay Rates for Substantive Flexible / Sessional Workers Effective 1 April 2017

- Flexible / Sessional Workers that hold a substantive contract with the Trust on the same grade as their Flexible / Sessional worker contract will be paid at the first point on the table below or the spine point of their substantive salary whichever is the higher. Increments will be paid in line with the substantive contract.
- Substantive Flexible / Sessional Workers that hold a substantive contract with the Trust on a higher grade that their Flexible / Sessional Worker contract will be paid on the top spine point of the grade of the Flexible Worker contract or their substantive salary, whichever is the lower.
- On top of these rates workers receive unsocial hour's enhancements in line with agenda for change and a 12.5% uplift payment in lieu of annual leave. Pay rates increase annually in line with the Agenda for Change.

Grade	Spine Point	Total Hourly Rate	Basic Pay	Annual Leave
1	2 - 3	9.02	8.01	1.00
2	2 - 5	9.51	8.46	1.06
	6	9.76	8.68	1.08
	7	10.08	8.96	1.12
	8	10.45	9.29	1.16
3	6 - 9	10.55	9.38	1.17
	10	10.84	9.63	1.20
	11	11.17	9.93	1.24
	12	11.42	10.15	1.27
4	11 - 14	12.23	10.87	1.36
	15	12.61	11.20	1.40
	16	12.73	11.32	1.41
	17	13.05	11.60	1.45
5	16 - 20	14.70	13.07	1.63
	21	15.28	13.59	1.70
	22	15.90	14.13	1.77
	23	16.54	14.70	1.84
6	21 - 26	18.24	16.21	2.03
	27	18.83	16.74	2.09
	28	19.50	17.33	2.17
	29	20.47	18.19	2.27
7	26 - 31	21.73	19.32	2.41
	32	22.48	19.98	2.50
	33	23.26	20.68	2.58
	34	24.04	21.37	2.67

Grade	Spine Point	Total Hourly Rate	Basic Pay	Annual Leave
8a	33 - 35	25.01	22.23	2.78
	36	25.98	23.09	2.89
	37	27.09	24.08	3.01
	38	27.91	24.81	3.10
8b	37 - 40	30.96	27.52	3.44
	41	32.60	28.98	3.62
	42	33.49	29.77	3.72
8c	41 - 44	36.26	32.23	4.03
	45	38.69	34.39	4.30
	46	39.80	35.37	4.42
8d	45 - 48	43.48	38.65	4.83
	49	45.69	40.61	5.08
	50	47.90	42.58	5.32
9	49 - 52	52.61	46.77	5.85
	53	55.14	49.01	6.13
	54	57.78	51.36	6.42

2017/18 Pure Flexible Worker Pay Scales – Effective from 1 September 2017

- Oxford Health recognises that Pure Flexible Workers bring different levels skills and experience and therefore use a 3 point pay scale:

Bottom (Approx. middle of AfC payscale for band)	For Workers with less than 2 years' skills and experience demonstrated in Band
Middle	For workers with 2 – 4 years' skills and experience demonstrated in Band*
Top (top of the AfC payscale for Band)	For workers with 4 years plus skills and experience in Band

*Workers in roles that require a Care Certificate must have obtained this or be able to demonstrate the knowledge and skills required to obtain a Care Certificate prior to moving to the mid-point.

- Where a Substantive Worker leaves the Trust and wishes to retain a Pure Flexible Worker contract on the same grade, the Pure Flexible Worker will not be of a lower pay rate than their substantive contract.
- On top of these rates workers receive unsocial hour's enhancements in line with agenda for change and a 12.5% uplift payment in lieu of annual leave. Pay rates increase annually in line with the Agenda for Change.

Grade	Spine Point	Total Hourly Rate	Basic Pay	Annual Leave
1	3	9.02	8.01	1.00
2	5	9.51	8.46	1.06
	6	10.08	8.96	1.12
	8	10.45	9.29	1.16
3	9	10.55	9.38	1.17
	11	11.17	9.93	1.24
	12	11.42	10.15	1.27
4	14	12.23	10.87	1.36
	16	12.73	11.32	1.41
	17	13.05	11.60	1.45
5	20	14.70	13.07	1.63
	22	15.90	14.13	1.77
	23	16.54	14.70	1.84
6	26	18.24	16.21	2.03
	28	19.50	17.33	2.17
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	33	23.26	20.68	2.58
	34	24.04	21.37	2.67
8a	35	25.01	22.23	2.78
	37	27.09	24.08	3.01
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8b	40	30.96	27.52	3.44
	41	32.60	28.98	3.62
	42	33.49	29.77	3.72
8c	44	36.26	32.23	4.03
	45	38.69	34.39	4.30
	46	39.80	35.37	4.42
8d	48	43.48	38.65	4.83
	49	45.69	40.61	5.08
	50	47.90	42.58	5.32
9	52	52.61	46.77	5.85
	53	55.14	49.01	6.13
	54	57.78	51.36	6.42