

## Appendix D

### Bank Shifts – Additional Information

Before a transfer is considered or agreed, bank shifts can be offered on a desired ward/specialty as a means of previewing a specialty, whilst the Nurse receives pay. This will ensure that expectations are met by both the Nurse and the Ward Sister/Charge Nurse/Senior Nurse. The bank 'taster opportunity' will be valuable and beneficial to the Nurse, Ward Sister/Charge Nurse/Senior Nurse and/or Department and UHB because:

#### **Nurse:**

- Understand the interested specialty requirement;
- Enhance skills in a different specialty;
- Bring theory to life and crystallize possible job aspirations allowing them to reflect on career path and desired route for them;
- Receive payment for shift;
- Reflect on career pathway and desired route for them;
- Introduction to team to assess fit.

#### **Ward Sister/Charge Nurse/Senior Nurse and/or Department/UHB because:**

- Informal introduction to team to assess team fit;
- Reduce agency usage/department spend;
- Assess prospective Nurse competencies and plan objectives;
- Consistency with patient care as the Nurse is aware of UHB values and practices Bank shifts can serve as an indirect advert for vacant areas in any specialty;
- Known/familiar employees recruited to a ward are likely to stay because they have a better understanding of the requirement and area of work.

Nurses can continue to work bank shifts in a preferred area prior to requesting an internal transfer. To register on the bank, you will need to contact the Temporary Staffing Department directly.