

Ref No.: SG14960

Date FOI request received: 3rd July 2024

Date FOI response: 5th July 2024

REQUEST & OUR RESPONSE:

Could I make FOIA request regarding band 5 pay scale for nurses recruited from overseas:

Does your Trust follow the NHS Agenda for Change Policy in rewarding band 5 nurses from overseas? **OUR RESPONSE:** Yes

Does your Trust automatically put all band 5 overseas nurses at the bottom of band 5 pay scale and totally disregard their overseas clinical experience? **OUR RESPONSE:** They get put on to bottom of band 5, however, at 6 months documentation is put forward to pay panel for consideration of prior experience and pay point within band 5 is considered. Many move up pay points some achieve top pay point.

Does your Trust start some of your nurses at the top of band 5 pay scale taking into account their overseas clinical experience? **OUR RESPONSE:** Yes