

## **FOI 2018/047**

Lancashire Care NHS Foundation Trust have recently decided to changed the terms of engagement/contract relating to the bank staff that they retain.

Please provide the document that you are requiring all bank staff members to sign.  
Please see attached [“FOI 2018-047 Attachment 1 - TofE 2017.pdf”](#) and [“FOI 2018-047 Attachment 2 - Terms of Engagement.pdf”](#)

Please provide minutes of all meetings where the changes to bank staff terms were discussed.  
[There are no minutes available.](#)

Please provide all documentation in relation to the decision making, consultation and implementation of this new document.  
[There was no requirement to consult with bank workers as there is no mutuality of obligation between the trust and the bank worker. Please see attached “FOI 2018-047 Attachment 3.pdf”](#)

Please provide details of the sanctions and/or course of action that a bank staff member of staff will be subject to should they refuse to sign and return the new document.  
[We do apply the following courses of action: New Members to the Work Bank are required to sign the TOE's in order to be engaged with the work bank.](#)  
[For existing Members of the Work Bank that have had the new TOE's issued, following a grace period of 2 months for the member to read, sign and return the TOE, where the TOE has not been returned, a restriction is placed on the individual's BankStaff system record that prevents them from viewing and booking shifts until they contact the Temporary Staffing Team.](#)