

What should NHS commissioned sub-contractors pay staff?



The overriding aim is to help NHS organisations manage infection control.

Testing for COVID-19 is a critical part of managing infection control. Trusts and sub-contractors must follow government [guidance](#) and ensure staff self-isolate if they are symptomatic and that they stay away from their workplace if they become unwell due to COVID-19.

All employing organisations should also carry out [risk assessments](#) for their staff. Sub-contractor staff required to work on NHS facilities should be part of the trust's COVID-19 testing arrangements, including Asymptomatic testing.

Several temporary changes to NHS terms and conditions of service, subject to regular review, have been put in place to support the response to COVID-19.

In line with previous NHS England and Improvement [guidance](#) published in March 2020, trusts and their subcontractors are expected to ensure that any member of staff, including bank and sub-contractor staff, who have to be physically present at an NHS facility to carry out their duties, receives full pay for any period in which they are required to self-isolate as a result of public health advice.

During the pandemic, it is vital that trusts continue to work closely with their sub-contractors to manage infection risk.

Sub-contractors determine the terms and conditions that apply to their staff. Trusts are responsible for the safe delivery of healthcare across their sites and that requires constant dialogue with sub-contractors about service delivery standards during the pandemic. It is important therefore for trusts to work with sub-contractors during this second or third wave to ensure that sub-contractor staff that need to work on NHS sites do not feel they cannot afford to stay away from their work place if they become unwell due to COVID-19. For example, by paying staff full pay as if they were working.

Does this guidance apply to Agency staff?

Agency staff are professionals supplied into the NHS by recruitment agencies through approved frameworks.

The recruitment agency is responsible for determining the terms and conditions for agency staff and for managing infection control by ensuring that agency staff follow self-isolation guidance issued by the government.

Any benefits (including pay enhancements) provided to agency staff during their period of self-isolation are the responsibility of the agency.

If agency staff are interested in working for the NHS directly, and benefiting from the full range of NHS terms and conditions, they should be encouraged to speak with their local NHS trust about their options, including flexible working, or visit [NHS Jobs](#) for the latest opportunities.
www.jobs.nhs.uk.

There are also opportunities to join one of many staff banks and we encourage agency workers to contact their local trust to explore different options of employment.