

Advice and support for Bank and Agency workers when asked to move

We are at this time experiencing an unprecedented time from the Covid 19 pandemic. We thank you for supporting our patients and staff in providing care and treatment that is required at this time. We acknowledge that being asked to move to either work in a ward that you had not originally booked on or a ward where there are known or potential patients with Covid 19 is difficult.

However in this circumstance we will require health and social care professionals to be flexible in what they do. It will entail working in unfamiliar circumstances or surroundings or working in clinical areas outside of your usual practice for the benefit of patients, individuals and the population as a whole. The temporary movement of staff is a necessary part of business continuity for all health care areas, which enables the delivery of core essential services required by an increasing number of patients and/or to cover for expected/unexpected staff absence.

There is a general expectation within the NMC Code that nursing staff support in emergency. The temporary movement of staff in this context is specifically for the purposes of support as the organisation manages high demand and increases in patient volumes and care needs due to COVID-19.

If you have accepted a bank/agency shift and you are asked to move then there needs to be a discussion about whether or not you are willing to change the agreement that was originally made. The same considerations apply regarding your environment, your patients and your work. You can do this with either the shift leader, ward manager, senior nurse covering the hospital. You need to be happy that you are competent to work in the other area requested and if not we have training and support available to help you provide the specific patient care required during this time. Please raise this with NHSP so we can support you in getting the training.

I would personally like to thank you for your ongoing continued support

Many thanks



Vicky Morris

Chief Nursing Officer

This guidance is taken from RCN website : <https://www.rcn.org.uk/get-help/rcn-advice/being-moving-staff>.