

Background

Welsh Government has announced that a bonus payment will be made to eligible staff working in the NHS in Wales.

Q1) Who is entitled to the payment?

A1) The following people are eligible for the payment:

- *staff who have been employed in NHS Wales for a minimum of one month's continuous service between 17 March 2020 and 28 February 2021, including those who have since left or retired from NHS employment;*
- *directly employed bank and locum workers paid through NHS Payroll who have worked a minimum of four shifts between 17 March 2020 and 28 February 2021;*
- *those working on Honorary Contracts to enable frontline/patient directed clinical activities provided they have at least one month's continuous service between 17 March 2020 and 28 February 2021;*
- *staff covered by the Two-Tier Agreement, provided they have at least one month's continuous service between 17 March 2020 and 28 February 2021;*
- *staff who accepted and worked on temporary or bank contracts to aid the pandemic response, including students employed under such contracts but who have since returned to university, provided they have at least one month's continuous service between 17 March 2020 and 28 February 2021; and,*
- *staff who are shielding, on sick leave with COVID-19 or other reasons, medically excluded, on maternity leave, shared parental leave or adoption leave.*

The following people are not eligible for the payment:

- *agency staff;*
- *clinical students on supernumerary placements*
- *health board chairs and non-execs;*
- *people working under IR35 arrangements or Direct Engagement models;*
- *workers paid on a "fee" basis;*
- *people on career breaks; and,*
- *employees dismissed for gross misconduct*

Q2) When and how much should I expect to receive?

A2) The payment will be paid through payroll in May. The payment being made is £735 per individual which means if you pay tax at 20% and National Insurance at 12% you should receive approximately £500 pay in your pay. If you earn under the tax threshold you may receive higher than £500.

If you're a higher rate tax payer you will receive less depending on your individual circumstances. We recognise that this may be disappointing for those affected however the UK Government chose to not exempt the bonus payment and so Welsh Government has taken the decision to provide additional funding to gross up the payment so that the majority of people are likely to receive £500, in particular our lower paid workers.

Q3) I have retired / left the NHS since 17 March 2020. Am I entitled to this payment?

A3) If you have provided more than one month of service to the NHS in Wales between 17 March 2020 and 28 February 2021 you may be entitled for this payment. If you are unsure about your eligibility please contact NWSSP.COVIDBonus@wales.nhs.uk or your previous employer's

Workforce & OD department who will be able to check if you are eligible, otherwise please fill out the special circumstances form at Appendix A and submit to NWSSP.COVIDBonus@wales.nhs.uk by close of play on 30 April 2021.

Q4) I work for the NHS but have been shielding in line with Government advice; am I entitled to the payment?

A4) Yes. You are still eligible for this payment.

Q5) I work for a NHS Primary Care contractor; am I eligible?

A5) Independent NHS Primary Care contractors and their teams will be eligible. Work is ongoing to establish the number of eligible staff and payment methods.

Q6) I'm a bank worker; am I entitled?

A6) Yes Bank workers are entitled to the payment as outlined in Q1.

Q7) I'm a locum worker; am I entitled?

A7) Directly employed locums in the NHS paid through NHS Payroll are entitled to the payment as outlined in Q1 and those who work at a NHS organisation which chooses to engage locums only through a single provider, i.e. Medacs or Retinue.

Q8) I am an agency worker; am I entitled to receive the payment?

A8) Those who work solely through an agency are not entitled to this payment. Should you wish to be entitled to the same benefits as NHS staff in the future you may wish to consider applying for a contracted post in the NHS in Wales.

Q9) Will students on supernumerary placements receive the additional one-off payment for NHS and social care staff?

A9) Students on supernumerary placements during the period of 17 March 2020 to 28 February 2021 will not be eligible for the one-off payment. This is not intended to devalue the enormous contribution of any student whose support is hugely appreciated. Healthcare students who are funded through the Welsh bursary, and whose course has had to be extended because of covid-19, will continue to be supported by the bursary payments until course completion.

Q10) Which students will receive the one-off payment?

A10) Students who were deployed on remunerated NHS contracts for a minimum of one month's continuous service between 17 March 2020 and 28 February 2021 are included, as outlined in Q1.

Q11) Does my length of service with the NHS in Wales impact my entitlement to the payment?

A11) The eligibility criteria is that all qualifying employees will have worked for a NHS organisation in Wales for a period of one month's continuous service during the period of 17 March 2020 and 28 February 2021.

Q12) Will working part time effect how much of a payment I will receive?

A12) No. The payment is not being pro-rated.

Q13) Can I receive my payment in instalments?

A13) Yes, if you wish you can receive the payment in five instalments. Should you wish to receive your payment in five instalments, which will be paid from May 2021, please fill out the special circumstances pro-forma at Appendix A and submit to NWSSP.COVIDBonus@wales.nhs.uk by close of play on 30 April 2021.

Q14) Is the payment pensionable?

A14) No. The payment is a one-off non-consolidated payment and is not pensionable for those in the NHS pension scheme.

Q15) What happens if I work for more than one NHS organisation? Will I receive more than one payment?

A15) No. You will receive one payment which will be made through the employer with which you have the highest contractual hours.

Q16) Why haven't you just increased NHS pay scales to give staff a pay rise?

A16) This bonus payment has been provided in recognition of the hard work of NHS staff in Wales. We are currently awaiting the independent pay review bodies' recommendations on NHS pay in Wales which we expect to receive in the early summer; following publication of their report and recommendations we will make an informed decision on pay.

Q17) Will this affect my benefits?

A17) The detail of how this will impact on people's benefits will depend on what benefits people receive, their household income and other factors.

Q18) Am I able to opt-out of receiving this payment?

A18) Yes. Any individual who wishes to opt-out of receiving the payment should fill out the special circumstances pro-forma at Appendix A and submit to NWSSP.COVIDBonus@wales.nhs.uk by close of play on 30 April 2021.

Q19) I believe I am eligible to receive this payment; what do I need to do?

A19) You do not need to do anything unless you wish to receive your payment in instalments, you fall under the circumstances described in Q3 or if you wish to opt-out of receiving the payment, in which case you should fill out the special circumstances pro-forma attached at Appendix A and submit to NWSSP.COVIDBonus@wales.nhs.uk by close of play 30 April 2021.

Q20) Are individuals on secondments entitled?

A20) Those who are seconded out of the NHS will be entitled to the payment if your substantive NHS role fulfils the eligibility criteria set out in Q1.

Those who have been seconded in to the NHS between 17 March 2020 and 28 February 2021 to a role which fulfils the eligibility criteria set out in Q1 will also be eligible; in order to receive the payment you will need to complete the form at Annex A and submit to NWSSP.COVIDBonus@wales.nhs.uk by close of play 30 April 2021.

Q21) I work in both the NHS and in social care; will receive two payments at this time?

A21) No. You are only eligible for one payment. If you work for the NHS you will receive your payment through NHS payroll, without making any application. You must not apply for a payment through your social care employer.

Appendix A

Bonus payment special circumstances pro-forma – NHS only		
1.	Your full name	
2.	If you want the payment to be made in 5 instalments, starting from May 2021, please confirm and then move on to question 9	
3.	If you would like to opt out of receiving the payment please indicate here and move on to question 9	
4.	If you have retired or left the NHS since 17 March 2020 and believe you are eligible to receive the payment please indicate the date you left/retired and then move on to questions 10 & 11, answering based on your last NHS employer (If you have been employed on a temporary contract during the period indicated you do not need to contact us unless you have changed your bank details since leaving the NHS)	
5.	If you are retired and returned please indicate here	
6.	If the NHS health board or trust you retired from is different to the one at which you are currently employed please provide the name of your previous NHS employer	
7.	If you are the beneficiary of a NHS worker who has lost their life in service please provide their name and employing health board or trust	
8.	If you have been seconded <u>in to</u> an NHS organisation in Wales during the time period indicated and believe you are eligible to receive the payment please indicate here and move on to question 10	
9.	Are you paid weekly or monthly?	Weekly
10.	Main employer (name of NHS health board or trust)	Monthly
11.	Assignment number	
Once completed please submit to NWSSP.COVIDBonus@wales.nhs.uk by close of play 30 April 2021		