

17 February 2026

Suspensions of staff if paid over normal basic pay

Time period: 1 August 2015 to 30 April 2022.

- **Copies of any Trust HR/payroll guidance used during the above period on pay during disciplinary suspension, including the treatment of overtime and enhancements.**
 - Regional Disciplinary Policy effective from 01 February 2024
 - Disciplinary Policy prior to 01 February 2024

- **Confirmation of whether any staff member on disciplinary suspension was paid additional overtime or enhancements that were not part of their normal rota/on-call arrangements.**
 - 121 individuals received enhancements during the period
*enhancements defined as anything above basic pay

- **If held, the number of cases (anonymised/aggregated) where this occurred during the above period, and the type of payment (e.g., overtime, additional enhancements, extra on-call/call-out).**
 - The breakdown of individual enhancements cannot be generated from the system

- **The AfC Terms & Conditions provision(s) or Trust interpretation relied upon for this approach.**
 - AFC handbook attached