

Reference Number: FOI2021/007
From: Private Individual
Date: 07 January 2021
Subject: Most and Least Expensive Hourly Rates Used for Agency Nurse Staff from April 2020

Q1 Since 1st April 2020, what are the top three / most expensive hourly rates (including all cost elements i.e. pay, agency fee, NI, PAYE taxes, VAT and any associated managed service / master vendor fee) paid for agency Nurses working at each of the following Bands?

A1

| Grade | Highest | | Second highest | | Third highest | |
|----------------|----------------|-----------------|-----------------|--------------------|-----------------|--------------------|
| | Specialty | Hourly rate | Specialty | Hourly rate | Specialty | Hourly rate |
| Band 2 / HCA | None | | | | | |
| Band 5 | Critical Care | £44.65 Sun & BH | Critical Care | £36.27 Night & Sat | Critical Care | £27.90 weekday day |
| Band 6 | None | | | | | |
| <i>Example</i> | <i>General</i> | <i>£27.50</i> | <i>Critical</i> | <i>£33.20</i> | <i>Theatres</i> | <i>£43.80</i> |

Q2 Since 1st April 2020, what are the bottom three / least expensive hourly rates (including all cost elements i.e. pay, agency fee, NI, PAYE taxes, VAT and any associated managed service / master vendor fee) paid for agency Nurses working at each of the following bands?

A2

| Grade | Lowest | | Second lowest | | Third lowest | |
|----------------|---------------|-----------------|---------------|--------------------|----------------|--------------------|
| | Specialty | Hourly rate | Specialty | Hourly rate | Specialty | Hourly rate |
| Band 2 / HCA | None | | | | | |
| Band 5 | Critical Care | £44.65 Sun & BH | Critical Care | £36.27 Night & Sat | Critical Care | £27.90 weekday day |
| Band 6 | None | | | | | |
| <i>Example</i> | <i>HCA</i> | <i>£19.40</i> | <i>RMN</i> | <i>£22.40</i> | <i>Midwife</i> | <i>£25.90</i> |

Q3 For each of the "job titles" (Band / Specialty) mentioned in your response to questions 1 and 2, please disclose the average hourly rate paid for agency nurses of the same Band and Specialty since 1st April 2020.

A3

| Job Title | Band / Speciality | Average hourly rate | Number of individual Nurses worked |
|----------------|-----------------------|---------------------|------------------------------------|
| 1 | Critical Care Nurse | 37.37 | 24 |
| <i>Example</i> | <i>Band 6 Midwife</i> | <i>£38.00</i> | <i>4</i> |

- Q4 Has the Trust set maximum hourly rates for agency nurses and, if so, what is the maximum hourly rate for each of the job titles you've listed in response to question 1.
- A4 Rates as per A2 and A3. The Trust does not have a variety of agency rates for the same grade/level of worker.