

FOI Request – 352

- 1) 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?

Please respond to question one by populating the template below as per the example. Please clarify the Specialty for which each of the rates was paid as shown.

Grade	Highest		Second Highest		Third Highest	
	Specialty	Hourly Rate	Specialty	Hourly Rate	Specialty	Hourly Rate
Band 2/ HCA	N/A	N/A	N/A	N/A	N/A	N/A
Band 5	General	36.07	General	29.31	Theatres	25.27
Band 6	Midwifery	44.65	Midwifery	40.55	Midwifery	32.11
<i>Example</i>	<i>General</i>	<i>£27.50</i>	<i>Critical</i>	<i>£33.20</i>	<i>Theatres</i>	<i>£43.80</i>

- 2) 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?

Please respond to question one by populating the template below as per the example. Please clarify the Specialty for which each of the rates was paid as shown.

Grade	Lowest		Second Lowest		Third Lowest	
	Specialty	Hourly Rate	Specialty	Hourly Rate	Specialty	Hourly Rate
Band 2/ HCA	N/A	N/A	N/A	N/A	N/A	N/A
Band 5	General	22.55	Theatres	25.27	General	27.75
Band 6	Midwifery	44.65	Midwifery	40.55	Midwifery	32.11
<i>Example</i>	<i>HCA</i>	<i>£19.40</i>	<i>RMN</i>	<i>£22.40</i>	<i>Midwife</i>	<i>£25.90</i>

3) 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.

There should be a maximum of 18 unique “job titles” in the tables above; please use the template below as per the example given at the bottom.

Job Title	Band/Speciality	Average hourly rate	Number of individual Nurses worked
1	Band 5 General	27.64	140
2	Band 5 Theatres	25.27	35
3	Band 6 Midwifery	39.28	40
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18			
<i>Example</i>	<i>Band 6 Midwife</i>	<i>£38.00</i>	<i>4</i>

4) 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.

Note; we do not use agency HCA's or band 2
 Band 6 Midwifery only
 Critical rate is the same as general rate band 5
The Trust have a capped rate in place – this is the NHSi April cap rate. As listed.
Theatres is a Feb cap day rate of £25.27
Day – 22.55
Sat/Night 29.31
Sunday – 36.07