

## Freedom of Information Request

1) Since 1<sup>st</sup> 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	General	£75.16 (BH rate)	General	£67.54 (BH rate)	General	£51.56 (BH rate)
Band 5	Specialist	£131.16	General	£112.32 (BH rate)	General	104.91 (BH rate)
Band 6	N/a	N/a	N/a	N/a	N/a	N/a
<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 1<sup>st</sup> 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	General	£12.08	General	£12.10	General	£12.13
Band 5	General	£17.45	General	£17.58	General	£17.75
Band 6	N/a	Na	N/a	N/a	N/a	N/a
<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 1<sup>st</sup> 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.**

\*We use the following titles to procure staff

<b>Job Title</b>	<b>Band / Speciality</b>	<b>Average hourly rate</b>	<b>Number of individual Nurses worked</b>
1	*Band 5 Specialist	£85.57	See note below
2	* Band 5 General	£64.95	
3	* Band 2 General	£39.66	
<i>Example</i>	<i>Band 6 Midwife</i>	<i>£38.00</i>	<i>4</i>

An average of 45197 hours per month, this includes registered and non-register staff

**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.**

No we have not set maximum rates