

14 December 2021

Agency Nursing Rates

Please disclose the information listed in the below table by return email within 20 days as per the Freedom of Information Act 2000

Context to some of the figures contained in the following response:

- The highest Band 3 rate was a one-off when we exhausted all framework suppliers and utilised an off framework supplier for Dementia Inpatient Unit.
- Band 5 and Band 6 highest rates columns are the same figures as our charge rates from the agencies relate to the cost of a Registered Nurse, it is not by banding
- The Highest RN rate relates to an off framework supplier in ICU or ED on a bank holiday, which is 1.75 x Weekend rate.

Part 1 – Outlying Rates

- 1) Between 1st November 2020 and 31st October 2021, what were 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 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	£ 44.45	General	£ 34.87	General	£ 33.21
Band 5	Critical	£135.54	Critical	£123.81	General	£104.91
Band 6	Critical	£135.54	Critical	£123.81	General	£104.91

- 2) Since 1st November 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 clarify the Specialty for which each of the rates was paid as shown.

14 December 2021

Grade	Lowest		Second lowest		Third lowest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Band 2 / HCA	General	£11.78	General	£12.27	General	£13.20
Band 5	General	£32.42	General	£36.53	General	£38.87
Band 6	General	£32.42	General	£36.53	General	£38.87

Part 2 – Average Rates

Please respond to question by populating the template below.

a) Average cost per hour (inclusive of base pay, agency margin, NI, PAYE etc. but excluding VAT) paid for Band 5 agency Nurses for <u>Standard Day</u> hours between 1 st November 2020 and 31 st October 2021	£40.23
b) Average cost per hour (inclusive of base pay, agency margin, NI, PAYE etc. but excluding VAT) paid for Band 5 agency Nurses for <u>Saturday & Evening</u> hours between 1 st November 2020 and 31 st October 2021.	£47.75
c) Average cost per hour (inclusive of base pay, agency margin, NI, PAYE etc. but excluding VAT) paid for Band 5 agency Nurses for <u>Sunday & Bank Holiday</u> hours between 1 st November 2020 and 31 st October 2021.	£58.83

Part 3 – High-Rate Hours / Shifts

For the below questions, please answer number of shifts rather than number of hours if this figure is easier to obtain – please clarify which unit you’re referring to within your response. Please also indicate how many individual nurses make up the figure in response to each of the below.

14 December 2021

<p>a) For Band 5 Agency Nurses, regardless of rate type (i.e., Days, Nights, Bank Holidays etc.), how many hours since 1st November 2020 cost £50 per hour or more?</p>	<p>It is not possible to provide this information within the statutory timeframe.</p> <p>The Trust considers that the cost of retrieving the information would be above the 'Appropriate Limit' as defined by the Freedom of Information Act under Section 12. Section 12 of the Freedom of Information Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit. The limit has been specified as £450 for public authorities such as Belfast Trust. This represents the cost of one or more persons spending 18 hours in determining whether we hold the information, locating, retrieving and extracting this information.</p>
<p>b) For Band 5 Agency Nurses, regardless of rate type (i.e. Days, Nights, Bank Holidays etc.), how many hours since 1st November 2020 cost £75 per hour or more?</p>	<p>As above, it is not possible to provide this information within the statutory timeframe.</p>
<p>c) For Band 5 Agency Nurses, regardless of rate type (i.e., Days, Nights, Bank Holidays etc.), how many hours since 1st November 2020 cost £100 per hour or more?</p>	<p>As above, it is not possible to provide this information within the statutory timeframe.</p>