

25 July 2022

## Agency Spend

Question 1: Please disclose the information as required to complete the table below. Note that "Agency Spend" is defined as the total cost to the Trust, including all invoice components i.e., worker pay, agency commission fee, PAYE taxes, WTR, NI, VAT etc. as well as any associated expenses included within recruit agency invoices.

£m*	Financial Year 2019-20			Financial Year 2020-21			Financial Year 2021-22		
	Agency Spend	On-Contract ***	Off Contract	Agency Spend	On-Contract ***	Off-Contract	Agency Spend	On-Contract ***	Off-Contract
Medical Locums**	31	22	10	33	25	8	35	28	8
Nursing & Midwifery	38	15	23	46	10	36	51	12	40
AHP / HSS	5	3	2	4	2	2	4	3	1
Non-Medical Non-Clinical	13	13	0	15	15	0	14	13	1
Social Workers	7	6	1	7	5	2	9	4	5

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**Question 2: Please disclose the information as required to complete the table below relating to the cost of agency staff. Note that "Charge Rate" is defined as the total cost to the Trust, including all invoice components i.e., worker pay, agency commission fee, PAYE taxes, WTR, NI, VAT etc.**

Nursing

Below is a breakdown of the total charge rates to Belfast Trust for the previous three financial years. This is broken down into Band 2, Band 5 and Band 5 Specialist, which primarily consists of Emergency Department and Intensive Care. Rates include lowest and highest rates; it would not be possible to supply the average rates paid, as this would take more than 18 hours work.

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.

Agency Staff Type	Financial Year 2019-20			Financial Year 2020-21			Financial Year 2021-22		
	Lowest Rate Paid	Highest Rate Paid	Average Rate Paid	Lowest Rate Paid	Highest Rate Paid	Average Rate Paid	Lowest Rate Paid	Highest Rate Paid	Average Rate Paid
<b>Band 2 (HCA)</b>	<b>£11.07</b>	<b>£34.16</b>		<b>£11.78</b>	<b>£44.45</b>		<b>£12.27</b>	<b>£44.45</b>	
<b>Band 5 RGN</b>	<b>£25.04</b>	<b>£87.41</b> (Public Holiday)		<b>£26.78</b>	<b>£108.31</b> (Public Holiday)		<b>£32.90</b>	<b>£108.31</b> (Public Holiday)	
<b>Band 5 A&amp;E Critical Nurse</b>	<b>£38.83</b>	<b>£104.91</b> (Public Holiday)		<b>£40.04</b>	<b>£135.54</b> (Public Holiday)		<b>£43.43</b>	<b>£135.54</b> (Public Holiday)	

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Medical

	Financial Year 2019-20			Financial Year 2020-21			Financial Year 2021-22		
Agency Staff Type	Lowest Rate Paid	Highest Rate Paid	Average Rate Paid	Lowest Rate Paid	Highest Rate Paid	Average Rate Paid	Lowest Rate Paid	Highest Rate Paid	Average Rate Paid
Locum SPR (ST1-ST8)									
Locum Consultant									

Belfast Trust do not hold information for locum SPR or Consultant in the format requested. It would take considerable work to collate records and then calculate the requested information. 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.

Social Work

	Financial Year 2019-20			Financial Year 2020-21			Financial Year 2021-22		
Agency Staff Type	Lowest Rate Paid	Highest Rate Paid	Average Rate Paid	Lowest Rate Paid	Highest Rate Paid	Average Rate Paid	Lowest Rate Paid	Highest Rate Paid	Average Rate Paid
Qualified Social Worker									

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A number of staff from across Social Work and Finance have tried to obtain the information requested but, unfortunately, this has not been possible. The responses would require the collation and analysis of a significant number of invoices relating to agency, both contract and off-contract, from across all Social Work services and over a number of years. It would take longer than the specified time frame of 18 Hours for us to calculate the lowest/highest and average agency rate. In addition the rate of pay is also determined by Bank Holiday/Out of Hours/Unsocial etc., so is not fixed and therefore a list of lowest/highest rates is also not possible to provide.

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.

**Question 3: Please disclose the information as required to complete the snapshot in the table below relating to Agency Band 5 RGNs only. As above, the rate refers to the total cost per hour charged.**

<b>Hours worked 1st April - 30th April 2022</b>	
<b>Number of hours £50 per hour or above</b>	
<b>Number of hours £75 per hour or above</b>	
<b>Number of hours £100 per hour or above</b>	

Unfortunately, our services would not be able to complete this element of the request, as our information is not recorded for reporting purposes in this format.