

27 July 2022

## Nursing Agency Usage 2019 to 2022

Please respond to the below information within 20 days as per the Freedom of Information Act

1. Please confirm % fill rates for agency Nurses working at each of the following Bands and clarify the Specialty for which each of the fill rates?

Below is the % Fill rate for agency Nurses based on the temporary staff requirement as a Registrant or Non-Registrant. Belfast Trust is unable to provide the information you have requested by specialty, as currently it is not captured in this way. However, we can confirm the Registrant agency fill rate comprises of Registered Adult, Mental Health and Learning Disability Nursing, and the Non Registrant fill rate comprises of all Nursing specialties.

Grade	Specialty	Financial Year 2019-20	Financial Year 2020-21	Financial Year 2021-22
		% Fill rates	% Fill rates	% Fill rates
Band 2/ HCA		73.66%	70.47%	63.12%
Band 5		58.63%	62.77%	59.28%
Band 6	Our agency backfill for RN is at Band 5 only, not Band 6			

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2. Please confirm % fill rates for agency Locum working at each of the following Bands and clarify the Specialty for which each of the fill rates?

Grade	Specialty	Financial Year 2019-20	Financial Year 2020-21	Financial Year 2021-22
		% Fill rates	% Fill rates	% Fill rates
Consultant				
Medical consultant				
Associate Specialist				
Specialty Doctor				
ST4-ST8				
ST1-ST3				

Belfast Trust do not hold this information 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.

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3. Please confirm the lowest, highest, and average rates for below staff group each in the below table. 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.

Belfast 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
Band 2 (HCA)	£11.07	£34.16		£11.78	£44.45		£12.27	£44.45	
Band 5 RGN	£25.04	£87.41 (Public Holiday)		£26.78	£108.31 (Public Holiday)		£32.90	£108.31 (Public Holiday)	
Band 5 A&E Critical Nurse	£38.83	£104.91 (Public Holiday)		£40.04	£135.54 (Public Holiday)		£43.43	£135.54 (Public Holiday)	

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Medical and Social Work

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>Locum SPR (ST1-ST8)</b>									
<b>Medical consultant</b>									
<b>Locum Consultant</b>									
<b>Qualified Social Worker</b>									

Belfast Trust do not hold this information 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.

**4. Please confirm the hourly rates for the Band 5 registered nurse**

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

We would not be able to provide this, as our information is not recorded for reporting purposes in that format.