



Freedom of Information Act 2000 - Request Reference FoI/21/520
Staff Employment Information

Information Requested:

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 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	Any	£40.00	Any	£32.14	Any	£32.14
Band 5	Any	£129.41	Any	£70.00	Any	£48.47
Band 6	Any	£158.29	Any	£75.00	Any	£59.93
<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 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 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	All	£17.56	All	£27.99	All	
Band 5	All	£30.30	All	£50.00	All	£55.95
Band 6	(RN specialist)	£37.46	(RN specialist)	£59.49	(RN specialist)	£67.45
<i>Example</i>	<i>HCA</i>	<i>£19.40</i>	<i>RMN</i>	<i>£22.40</i>	<i>Midwife</i>	<i>£25.90</i>





Part 2 – Average Rates

- Please respond to question one 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	Modal value: £30.30 as All Wales Contract
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.	Modal value: £39.39 as All Wales Contract
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 1st November 2020 and 31 st October 2021.	Modal value: £48.47 as All Wales Contract

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.

a) For Band 5 Agency Nurses, regardless of rate type (i.e., Days, Nights, Bank Holidays etc.), how many hours since 1 st November 2020 cost £50 per hour or more?	58,329 hours 452 Unique Staff (All RN's 12 months to 31/10/21)
b) For Band 5 Agency Nurses, regardless of rate type (i.e. Days, Nights, Bank Holidays etc.), how many hours since 1 st November 2020 cost £75 per hour or more?	2,902 Hours 67 Unique Staff (All RN's 12 months to 31/10/21)
c) For Band 5 Agency Nurses, regardless of rate type (i.e., Days, Nights, Bank Holidays etc.), how many hours since 1 st November 2020 cost £100 per hour or more?	133 Hours 13 Unique staff (All RN's 12 months to 31/10/21)

