

Reference:	FOI.9287.22
Subject:	Agency and Locum staff fill rates
Date of Request:	30 June 2022

Requested:

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?

Grade	Specialty	Financial Year 2019-20	Financial Year 2020-21	Financial Year 2021-22
		% Fill rates	% Fill rates	% Fill rates
Band 2/ HCA				
Band 5				
Band 6				

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				

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.

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)									
Band 5 RGN									
Band 5 A&E									

Critical Nurse									
Locum SPR (ST1-ST8)									
Medical consultant									
Locum Consultant									
Qualified Social Worker									

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

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

Response:

The UHB is unable to provide you with all of the information requested, as it is estimated that the cost of answering your request would exceed the “appropriate limit” as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004. The “appropriate limit” represents the estimated cost of one person spending 18 hours (or 2½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

Limited information has been provided for the fill rates requested as part of question1, as the UHB changed their roster system. The current system is able to report on fill rates, whilst the previous one would require a manual trawl of records. In addition, the UHB is unable to provide any information for the Locum shifts requested for question 2, as the UHB does not keep any central record of these fill rates. Having consulted with the agency used, MEDACS, they have also confirmed they do not have a central record or a centralised reporting system that could collate the information. Finally, the UHB does not hold all of the information requested in central records for questions 3 and would therefore be required to conduct a manual trawl of individual costings records to calculate the average hourly rates requested in questions 3 and 4.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000, which provides an exemption from a public authority’s obligation to comply with a request for information where the cost of compliance is estimated to exceed the *appropriate limit*.

However, under Section 16 of the FoIA, we are required as a public authority, to provide advice and assistance so far as it is reasonable, to individuals who have made a request under FoIA. Therefore, the UHB provides the information it holds for questions 1 and 3 within the attached spreadsheet.