

Reference:	FOI.4936.21
Subject:	Agency nurse costs
Date of Request:	7 January 2021

Requested and response:

Hywel Dda University Health Board (UHB) provides the information it holds below, as requested. However, the UHB does not record information on the highest and lowest hourly rates paid or the specialty.

1. Since 1st April 2020, what are 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.

The UHB provides, within the table overleaf, the three (3) current highest hourly rates paid for off-contract agency nurses that work a shift within the UHB. The rates provided are set by the agency providing the agency staff.

Please note, not all of these bands may have worked since 1 April 2020

Grade	Highest		Second highest		Third highest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
<i>Example</i>	<i>General</i>	<i>£27.50</i>	<i>Critical</i>	<i>£33.20</i>	<i>Theatres</i>	<i>£43.80</i>
Band 2 / HCA	All	£43.45	All	£40.45	All	£29.45
Band 5	All	£68.95	All	£65.45	All	£51.95
Band 6	Specialist	£84.45	Specialist	£78.95	Specialist	£63.45

2. Since 1st April 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.

The UHB provides, within the table below, the three (3) current lowest hourly rates paid for on-contract agency nurses that works a shift within the UHB. The rates provided are in accordance with the current Framework agreements in place.

Please note, not all of these bands may have worked since 1 April 2020.

Grade	Lowest		Second lowest		Third lowest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
<i>Example</i>	<i>HCA</i>	<i>£19.40</i>	<i>RMN</i>	<i>£22.40</i>	<i>Midwife</i>	<i>£25.90</i>
Band 2 / HCA	All	£15.27	All	£21.98	All	£28.70
Band 5	All	£27.49	All	£35.74	All	£43.99
Band 6	Specialist	£33.62	Specialist	£43.70	Specialist	£52.79

3. For each of the “job titles” (Band / Specialty) mentioned in your response to questions 1 and 2, please disclose the average hourly rate paid for agency nurses of the same Band and Specialty since 1st April 2020.

There should be a maximum of 18 unique “job titles” in the tables above; please use the template below as per the example given at the bottom.

Job Title	Band / Speciality	Average hourly rate	Number of individual Nurses worked
1			
2			
3			
4			
5			
6			
7			
8			
9			
<i>Example</i>	<i>Band 6 Midwife</i>	<i>£38.00</i>	<i>4</i>

The UHB does not record the information requested.

4. Has the Trust set maximum hourly rates for agency nurses and, if so, what is the maximum hourly rate for each of the job titles you’ve listed in response to question 1.

The UHB agency bookings are made in accordance with the Framework agreements in place, therefore the UHB has not set maximum hourly rates for agency nurses. However, if agency bookings are undertaken outside of the Framework agreements, hourly rates are paid in accordance with the terms set by the agency used.