



Ref: FOIA Reference 2020/21-439

Date: 18th January 2020

Email foi@uhn.nhs.uk

Dear

I am writing in response to your email dated 6th January 2020 requesting information under the Freedom of Information Act (2000) regarding hourly rates.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 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.

Grade	Highest		Second highest		Third highest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Band 2 / HCA						
Band 5						
Band 6						
Example	General	£27.50	Critical	£33.20	Theatres	£43.80

A1 See below|:

Grade	Highest		Second highest		Third highest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Band 2 / HCA	N/A no Agency HCA booked					
Band 5	general	£38.51 SUNDAY RATE	General	£31.29 NIGHT RATE	general	£24.06 day rate
Band	critical	£47.65	emergency	£38.71	general	£29.78 day

Grade	Highest		Second highest		Third highest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
6		Sunday rate		night rate		rate

Q2 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.

Grade	Lowest		Second lowest		Third lowest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Band 2 / HCA						
Band 5						
Band 6						
<i>Example</i>	<i>HCA</i>	<i>£19.40</i>	<i>RMN</i>	<i>£22.40</i>	<i>Midwife</i>	<i>£25.90</i>

A2 See below:

Grade	Lowest		Second lowest		Third lowest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Band 2 / HCA	N/A no Agency HCA booked					
Band 5	all areas	£24.06	All areas	£24.06	All areas	£24.06
Band 6	Critical and emergency	£29.78	Emergency	£29.78	Theatre	£29.78

Q3 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 / Specialty	Average hourly rate	Number of individual Nurses worked
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1			
2			
3			
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15			
16			
17			
18			
Example	Band 6 Midwife	£38.00	4

A3 See Below:

Job Title	Band / Speciality	Average hourly rate	Number of individual Nurses worked
1	Band 5 all specialties	24.06	17
2	Band 5 all specialties	31.29	42
3	Band 5 all specialties	38.51	19
4	Bank 6 theatre	29.78	17
5	Bank 6 theatre	38.71	4
6	Bank 6 theatre	47.65	11
7	Band 6 Emergency Care	29.78	10
8	Band 6 Emergency Care	38.71	19
9	Band 6 Emergency Care	47.65	24
10	Band 6 Critical Care	29.78	3
11	Band 6 Critical Care	38.71	15
12	Band 6 Critical Care	47.65	12

Q4 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.

A4 See below: The Trust works in liaison with NHSI band rates for band 5 and 6 as requested

5	Day	£24.06
	Night / Saturday	£31.29
	Sunday / Bank Holiday	£38.51
6	Day	£29.78
	Night / Saturday	£38.71
	Sunday / Bank Holiday	£47.65

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.



University Hospitals
of North Midlands
NHS Trust

Yours,

Jean Lehnert
Data, Security & Protection Manager