

7 December 2021

Information Rights & Compliance Team
99 Waverley Road
St Albans
Hertfordshire
AL3 5TL

Tel: 01727 804954
Email: Hpft.foi@nhs.net

Our Ref: FOI/03867

Thank you for your request concerning Agency Nurse Hourly Rates.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

QUESTIONS:

- 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.

CAVEAT: The below rates are the rates we are charged

Grade	Highest		Second highest		Third highest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Band 2 / HCA	HCA	14.24	HCA	14.22	HCA	14.10
Band 5	RNMH	23.67	RNMH	23.00	RNMH	22.55
Band 6	RNMH	29.62	RNMH	29.56	RNMH	29.01

- 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.

Please see caveat provided under question 1.

Grade	Lowest		Second lowest		Third lowest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Band 2 / HCA	HCA	13.00	HCA	13.21	HCA	13.43
Band 5	RNMH	22.03	RNMH	22.40	RNMH	22.53
Band 6	RNMH	29.62	RNMH	29.56	RNMH	29.01

- 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.

The average hourly rate is not recorded information; we pay as the agency charges. It depends on the agency as to who can fill the shifts. We pass the shifts to the cheapest agency then move up to the agencies who can only supply at the capped rates.

- 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.

No, we have not set a maximum hourly rate because we work to capped rates from April 2016 and the rates have not changed, although some agencies supply beneath the capped rates.

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust’s complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

**Sue Smith
Information Rights Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

