

## Freedom of Information Request

Ref: 23-214

27 March 2023

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

**1) Since 1st April 2022, what are the top three / most expensive hourly rates (Basic rate of pay) 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
<b>Band 2 / HCA</b>	Band 2 HCSW	76.07	Band 2 HCSW	57.61	Band 2 – HCA	35.62
<b>Band 5</b>	Band 5 RMN	133.12	Band 5 – Children's Nurse	120.66	Band 5 – ICU Nurse	119.54
<b>Band 6</b>	Band 6 RMN	76.07	Band 6 RN	71.53	Band 6 RN	57.61

**2) Since 1st April 2022, what are the bottom three / least expensive hourly rates (Basic rate of pay) 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
<b>Band 2 / HCA</b>	Band 2 - HCA	15.4	Band 2	15.54	Band 2 - HCA	17.53
<b>Band 5</b>	Band 5 – A&E Nurse	24.12	Band 5	28.36	Band 5 – RGN	28.7
<b>Band 6</b>	Band 6 – RGN	36.3	Band 6 - RGN	39.82	Band 6 - RGN	42.545

**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 2022.**

**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
1	Band 2 HCSW	66.84	2
2	Band 2 – HCA	19.12	27
3	Band 2	20.69	13
4	Band 5 RMN	44.11	185
5	Band 5 – Children’s Nurse	58.07	31
6	Band 5	40.84	291
7	Band 5 – RGN	37.65	259
8	Band 5 – ICU Nurse	45.09	85
9	Band 6 – RGN	45.20	5
10	Band 6 RMN	76.07	1
11	Band 6 RN	70.28	23

**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?**

Grade	Highest		Second highest		Third highest	
	Specialty	Cap price	Specialty	Cap price	Specialty	Cap price
Afc Band 2	Band 2 HCSW	21.75	Band 2 HCSW	15.20	Band 2 - HCA	28.18
AfC Band 5	Band 5 RMN	38.51	Band 5 - Children's Nurse	38.51	Band 5 - ICU Nurse	38.51
AfC Band 6	Band 6 RMN	47.65	Band 6 RN	38.71	Band 6 RN	29.78

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer  
University Hospitals Bristol and Weston NHS Foundation Trust  
Trust Headquarters  
Marlborough Street  
Bristol

BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

#### Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**Freedom of Information Team**  
**University Hospitals Bristol and Weston NHS Foundation Trust**