

Freedom of Information Request

Ref: 21-111

8 March 2021

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

Average Band 5 Agency Nurse Rates

Please respond to question one by populating the template below.

a) Average cost per hour (inclusive of base pay, agency margin, NI, PAYE etc. but excluding VAT) paid for Band 5 agency Nurses for Standard Day hours between 1st April 2020 and 31st January 2021

b) Average cost per hour (inclusive of base pay, agency margin, NI, PAYE etc. but excluding VAT) paid for Band 5 agency Nurses for Saturday & Evening hours between 1st April 2020 and 31st January 2021.

c) Average cost per hour (inclusive of base pay, agency margin, NI, PAYE etc. but excluding VAT) paid for Band 5 agency Nurses for Sunday & Bank Holiday hours between 1st April 2020 and 31st January 2021

Role	Shift	Rate	Pay Rate	NI	WTR (Post 12 weeks 27 days + 8 BH)	Pension - 3%	Margin	Total
RN - Band 5	Days	STD	£18.66	£1.96	£3.21	£0.66	£3.00	£27.49
RN - Band 5	Days	SAT	£24.77	£2.81	£4.29	£0.87	£3.00	£35.74
RN - Band 5	Days	SUN	£30.88	£3.65	£5.37	£1.09	£3.00	£43.99
RN - Band 5	Days	BH	£30.88	£3.65	£5.37	£1.09	£3.00	£43.99
RN - Band 5	Nights	STD	£24.77	£2.81	£4.29	£0.87	£3.00	£35.74
RN - Band 5	Nights	SAT	£24.77	£2.81	£4.29	£0.87	£3.00	£35.74
RN - Band 5	Nights	SUN	£30.88	£3.65	£5.37	£1.09	£3.00	£43.99
RN - Band 5	Nights	BH	£30.88	£3.65	£5.37	£1.09	£3.00	£43.99
RN Specialist Areas - Band 5	Days	STD	£23.30	£2.59	£4.01	£0.82	£3.00	£33.62
RN Specialist Areas - Band 5	Days	SAT	£30.67	£3.62	£5.33	£1.08	£3.00	£43.70
RN Specialist Areas - Band 5	Days	SUN	£38.14	£4.65	£6.65	£1.34	£3.00	£53.79

RN Specialist Areas - Band 5	Days	BH	£38.14	£4.65	£6.65	£1.34	£3.00	£53.79
RN Specialist Areas - Band 5	Nights	STD	£30.67	£3.62	£5.33	£1.08	£3.00	£43.70
RN Specialist Areas - Band 5	Nights	SAT	£30.67	£3.62	£5.33	£1.08	£3.00	£43.70
RN Specialist Areas - Band 5	Nights	SUN	£38.14	£4.65	£6.65	£1.34	£3.00	£53.79
RN Specialist Areas - Band 5	Nights	BH	£38.14	£4.65	£6.65	£1.34	£3.00	£53.79

Part 2 – High Rate Band 5 Nurse Hours

For the below questions, please answer number of shifts rather than number of hours if this figure is easier to obtain – please clarify which unit you’re referring to within your response. Please also indicate how many individual nurses make up the figure in response to each of the below.

a) For Band 5 Agency Nurses, regardless of rate type (i.e. Days, Nights, Bank Holidays etc.), how many hours since 1st April cost £50 per hour or more?

690 shifts 200 individual nurses Variety of locations in Bristol and Weston

b) For Band 5 Agency Nurses, regardless of rate type (i.e. Days, Nights, Bank Holidays etc.), how many hours since 1st April cost £75 per hour or more?

583 shifts 150 individual nurses Mainly ED, ICU and Respiratory high care in Bristol and Weston

c) For Band 5 Agency Nurses, regardless of rate type (i.e. Days, Nights, Bank Holidays etc.), how many hours since 1st April cost £100 per hour or more?

22 shifts 14 individual nurses ED, ICU and Respiratory high care in Bristol and Weston

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:

Director of Corporate Governance
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