

Freedom of Information Request	FOI 22-299	1 <sup>st</sup> September 2022
--------------------------------	------------	--------------------------------

- 1. Please confirm % fill rates for agency Nurses working at each of the following Bands and clarify the Specialty for which each of the fill rates?**

Grade	Specialty	Financial Year 2019-20	Financial Year 2020-21	Financial Year 2021-22
		% Fill rates	% Fill rates	% Fill rates
Band 2/ HCA	HCSW	0.02%	3.05%	19.02%
Band 5	RGN/RNLD/ RNMH	32.68%	36.54%	19.23%
Band 6	RGN/RNLD/ RNMH	16.22%	26.53%	37.47%

- 2. Please confirm % fill rates for agency Locum working at each of the following Bands and clarify the Specialty for which each of the fill rates?**

The Health Board is unable to provide this information as it does not currently have a system in place to record this type of detail. However, the Health Board are working towards a system that would hold this detail in the future.

Grade	Specialty	Financial Year 2019-20	Financial Year 2020-21	Financial Year 2021-22
		% Fill rates	% Fill rates	% Fill rates
Consultant				
Medical consultant				
Associate Specialist				
Specialty Doctor				
ST4-ST8				
ST1-ST3				

- 3. Please confirm the lowest, highest, and average rates for below staff group each in the below table. Note that "Charge Rate" is defined as the total cost to the Trust, including all invoice components i.e., worker pay, agency commission fee, PAYE taxes, WTR, NI, VAT etc.**

Please find below an extract from the All Wales Agency Nursing Contract (01/03/2021 To 29/02/2024).

## HOURLY CHARGES - SAME RATES APPLY TO ALL CONTRACT AGENCIES

TOTAL HOURLY CHARGES TO NHS WALES INCLUSIVE OF COMMISSION (prices shown excluding VAT)					
SHIFTS	MON-FRI DAYS	MON-FRI NIGHTS	SATURDAY	SUNDAY	BANK HOLIDAYS
	£	£	£	£	£
Unregistered Staff	17.56	24.76	24.76	32.14	32.14
Registered Staff / ODP	30.30	39.39	39.39	48.47	48.47
Registered Staff/Specialist	37.46	48.69	48.69	59.93	59.93

Day Monday to Friday 0800 – 2000 hrs

Night/Saturday Monday to Friday 2000 – 0800 hrs, Saturday 0001 – 2359hrs

Sunday & Pub.Hol 0001 – 2359hrs

### Specialist is defined as:

A&E (Accident & Emergency)

ITU (Intensive Therapy Unit)

NICU (Neo-Natal Intensive Care)

PICU (Paediatric Intensive Care)

CCU (Coronary Care Unit)

MIU (Minor Injuries Unit)

CAMHS (Child & Adolescent Mental Health Nurses)

Scrub Nurses

Midwifery

Please note with regard to Locum Doctor rates, the Health Board use the Crown Commercial Services (CCS) contract and pay rates are in line with the agreed contract rate. Therefore, we would refer you to the [CCS](#) who may be able to provide this information.

#### 4. Please confirm the hourly rates for the Band 5 registered nurse.

The Health Board are not able to provide this information as the rate is based on the individual agencies pricing schedule. In order to determine this the Health Board would have to review every invoice. Therefore, in order to comply with your request, the Health Board has established that this would exceed the appropriate costs limit under Section 12 of the Freedom of Information Act 2000 which is currently £450. As you will be aware this is not an exemption which requires us to consider the application of the public interest test. We have calculated that it would take in excess of 18 hours to review the record of each patient.

Hours worked 1st April - 30th April 2022	
Number of hours £50 per hour or above	
Number of hours £75 per hour or above	
Number of hours £100 per hour or above	