

**FoI request re: Agency doctors/nurses hourly rates**

**Ref: 21-LB-0502**

Please accept our apologies for the delay in responding to your request for information relating to hourly rates paid for agency doctors and nurses.

This was received on 6 January and has been dealt with under the terms of the Freedom of Information Act 2000.

Please find our responses below:

**Request 1:**

Since 1<sup>st</sup> 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
<b>Band 2 / HCA</b>	Emergency	£28.38	Emergency	£27.97	Emergency	£27.96
<b>Band 5</b>	Emergency	£37.05	Emergency	£36.11	Emergency	£36.1
<b>Band 6</b>	Children & Young People	£59.5	Children & Young People	£55	Children & Young People	£49.5
<b>Example</b>	General	£27.50	Critical	£33.20	Theatres	£43.80

**Request 2:**

Since 1<sup>st</sup> 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
<b>Band 2 / HCA</b>	HCA	£17.47	HCA	£17.57	HCA	£17.67
<b>Band 5</b>	Community	£24.84	Community	£24.9	Community	£24.94
<b>Band 6</b>	Children &	£30	Children &	£30.71	Children &	£31.39

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	Young People		Young People		Young People	
<b>Example</b>	HCA	£19.40	RMN	£22.40	Midwife	£25.90

**Request 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 1<sup>st</sup> 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
<b>1</b>	<b>Band 2 Emergency</b>	£22.34	95
<b>2</b>	<b>Band 5 Emergency</b>	£29.74	118
<b>3</b>	<b>Band 6 Children &amp; Young People</b>	£37	30
<b>4</b>	<b>Band 5 Community</b>	£27.29	85
<b>Example</b>	<i>Band 6 Midwife</i>	<i>£38.00</i>	4

**Request 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.

**Request 5:**

Since 1<sup>st</sup> 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 doctors** working at each of the following grades?

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>Consultant</b>	Histopathology	£120	A&E	£101.46	Imaging	£89.13
<b>ST4-ST8</b>	A&E	£82.75	A&E	£69.9	A&E	£67.32
<b>ST1-ST3</b>	A&E	£53.88	A&E	£45.65	A&E	£45.65
<b>Example</b>	<i>Cardiology</i>	<i>£100</i>	<i>Acute Med</i>	<i>£90</i>	<i>Psych</i>	<i>£80</i>

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**Request 6:**

Since 1<sup>st</sup> 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 doctors** working at each of the following grades?

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>Consultant</b>	Oncology	£89.13	A&E	£101.46	Histopathology	£120
<b>ST4-ST8</b>	Gen Surgery	£57.05	A&E	£67.32	A&E	£69.9
<b>ST1-ST3</b>	A&E	£45.65	A&E	£53.88	A&E	£53.88
<b>Example</b>	Cardiology	£100	Acute Med	£90	Psych	£80

**Request 7:**

For each of the "job titles" (Grade / Specialty) mention in your response to questions 5 and 6, please disclose the average hourly rate paid for agency doctors of the same Grade and Specialty since 1<sup>st</sup> 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	Grade / Speciality	Average hourly rate	Number of individual doctors worked
<b>1</b>	Consultant histopathology	£120	≤5
<b>2</b>	Consultant A&E	£97.74	11
<b>3</b>	Consultant imaging	£89.13	≤5
<b>4</b>	Consultant Oncology	£89.13	≤5
<b>5</b>	ST4-ST8 A&E	£71.79	17
<b>6</b>	ST4-ST8 Gen Surgery	£57.05	≤5
<b>7</b>	ST1-ST3 A&E	£52	11
<b>Example</b>	Consultant / Psychiatry	£82.40	4

Please note that the trust's policy is not to provide patient or staff numbers, where the response is less than or equal to five (≤5) as it would potentially allow identification of the individual patient/staff and would therefore be personal data. The trust considers that release of that information would breach GDPR/DPA18 principles on the grounds that it would not be fair in all the circumstances. This information is therefore exempt under section 40 of the FOI Act 2000.

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I hope you find this information useful. Please quote the above reference in any further communication on this matter.

If you require any further assistance, please do not hesitate to contact me by email or at the address shown below.

Yours sincerely

FOI Coordinator  
**Freedom of Information Office**  
Whittington Health  
Highgate Wing, Level 5  
Magdala Avenue  
London, N19 5NF  
[foi.whitthealth@nhs.net](mailto:foi.whitthealth@nhs.net)



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If you are dissatisfied with this response, Whittington Health operates a complaints procedure, details of which can be found below:

**FOI Complaints:**

In the first instance, write to:

**Director Lead for Information Governance**

Chief Operating Officer  
Jenner Building  
Magdala Avenue  
London  
N19 5NF  
020 7288 5255  
[foi.whitthealth@nhs.net](mailto:foi.whitthealth@nhs.net)

If you remain dissatisfied with the Trust's response, you may write to:

**Information Commissioner's Office**

Wycliffe House  
Water Lane  
Wilmslow  
Cheshire SK9 5AF  
Telephone: 0303 123 1113 or 01625 545745  
[www.ico.org.uk](http://www.ico.org.uk)

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