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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd/Chair: **Emma Woollett**
Prif Weithredwr/Chief Executive: **Tracy Myhill**

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 9th February 2021
Ein Cyf / Our Ref: 20-L-031

☎ 01639 648363

✉ FOIA.Requests@wales.nhs.uk

[REDACTED]

Corporate Services
Headquarters
1 Talbot Gateway
Baglan
Port Talbot, SA12 7BR

Dear [REDACTED]

I refer to your Freedom of Information Act Request acknowledged by ourselves on 5th January 2021. Your request sought information relating to agency nurse pay.

Please note that the Health Board is carrying out significant work around recruitment generally and has a dedicated area on its website for recruitment: <https://sbuhb.nhs.wales/jobs/jobs-and-volunteering>. Within this area of the website the Health Board has details of vacancies, up-coming recruitment days, contact information and short videos (developed in-house) advertising the benefits of working for SBU and interviews with staff. As well as emphasising the career and learning opportunities offered by being part of such a large NHS organisation, we actively promote the great work-life balance that living in Swansea and South West Wales offers, including affordable housing, our beaches, countryside, etc.

Please note, we do everything possible to cover rotas with Swansea Bay staff and bank staff. It is only after exhausting these options, do we look to agencies for cover.

Please note that the hourly charge rates for nursing staff are capped for agencies on the All Wales Framework. Higher rates are for off-framework agencies used in the period. We are not able to specify the specialty as a number of staff across different specialties are paid the same rate. We have provided information for the period 01.04.20 to 31.12.20.

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?



Pencadlys BIP Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR / Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR

Bwrdd Iechyd Prifysgol Bae Abertawe yw enw gweithredu Bwrdd Iechyd Lleol Prifysgol Bae Abertawe
Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

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
Band 2 / HCA	All Wales rate – various	£39.96	All Wales rate – various	£22.20	All Wales rate – various	£15.43
Band 5	Off contract - various	£90.45	Off contract - various	£83.95	Off contract - various	£70
Band 6	All Wales rate – various	£52.18	All Wales rate – various	£42.39	All Wales rate – various	£32.61
<i>Example</i>	<i>General</i>	<i>£27.50</i>	<i>Critical</i>	<i>£33.20</i>	<i>Theatres</i>	<i>£43.80</i>

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.

Grade	Lowest		Second lowest		Third lowest	
	Specialty	Hourly rate	Specialty	Hourly rate	Specialty	Hourly rate
Band 2 / HCA	All Wales rate – various	£15.43	All Wales rate – various	£22.20	All Wales rate – various	£39.66
Band 5	All Wales rate – various	£22.76	All Wales rate – various	£36.10	Off contract - various	£50
Band 6	All Wales rate – various	£32.61	All Wales rate – various	£42.39	All Wales rate – various	£52.18
<i>Example</i>	<i>HCA</i>	<i>£19.40</i>	<i>RMN</i>	<i>£22.40</i>	<i>Midwife</i>	<i>£25.90</i>

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.



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 / Speciality	Average hourly rate	Number of individual Nurses worked
Off Contract Staff Used			
1	5		213
On Contract (All Wales) Staff Used			
2	2		128
3	5		834
4	6		<5*
<i>Example</i>	<i>Band 6 Midwife</i>	<i>£38.00</i>	<i>4</i>

As noted above, we are not able to split by specialty or provide averages due to the volume of staff paid the same rate across various specialties. The average hourly rate paid is dependent on the shift worked. Please see below for a breakdown of hourly rates paid for agencies.

Day shift – Monday to Friday 0800 – 2000 hrs
 Night shift – Monday to Friday 2000 – 0800 hrs
 Saturday shift - 0001 – 2359hrs
 Sunday & Bank Holiday – 0001 – 2359hrs

All Wales On Contract Agencies					
Nursing Band	DAYS	NIGHTS	SATURDAY	SUNDAY	BANK HOL
Band 2/HCA	£14.81	£21.33	£21.33	£27.84	£27.84
Band 5	£26.67	£34.67	£34.67	£42.67	£42.67
Band 6	£32.61	£42.39	£42.39	£52.18	£52.18

Off Contract Agencies Used					
Nursing Band	DAYS	NIGHTS	SATURDAY	SUNDAY	BANK HOL
Thornbury Nursing					
Band 2/HCA	£32.45	£44.95	£48.45	£48.45	
Band 5	£67.45	£83.95	£90.45	£90.45	
Band 6	No off contract band 6 agency nurses were used in the period specified				
Presto Nursing					
Band 2/HCA	£27.99	£32.59	£35.50	£38.85	£40.00
Band 5	£50.00	£60.00	£60.00	£70.00	£70.00
Band 6	No off contract band 6 agency nurses were used in the period specified				

4) Has the Health Board 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.

The hourly rates are not set by the Health Board and are capped for all agencies on the All Wales Agency Framework.



* Where fewer than 5 has been indicated we are unable to provide you with the exact number of patients as due to the low numbers, there is a potential risk of identifying individuals if this was disclosed. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

I hope this information is helpful. If you require anything further please contact us at FOIA.Requests@wales.nhs.uk.

Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via FOIA.Requests@wales.nhs.uk.

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.

Yours sincerely



Pam Wenger
Director of Corporate Governance

