

FOI.301.25 Attachment 1

Filled Shifts vs. Unfilled Shifts				
Period: 01/10/2024 – 31/03/2025	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities
Number of shifts filled by staff bank	9	439	5707	2997
Number of shifts filled by agency	1083	1717	6020	0
Number of shifts unfilled	280	60	766	345

Staff Bank				
Period: 01/10/2024 – 31/03/2025	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities
Total bank spend in £'000s	3	88	1,137	293
Total number of bank hours worked	67.5	6083.583	88332.2	32870.42
Please can you provide the <u>highest</u> hourly rate paid to a bank worker? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.) For each staffing category, please include all booked staffing grades,	£40.40	£31.41	£29.30	£52.78

<p>specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Hourly Rate: <u>£95.00 p/h</u>, Time-in-Post: <u>6 Months</u>', with all staffing grades from Consultant through to FY1.</p>				
<p>Please can you provide the <u>average</u> hourly rate paid to bank workers? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.) For each staffing category, please include all booked staffing grades, specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Hourly Rate: <u>£85.00 p/h</u>, Time-in-Post: <u>6 Months</u>', with all staffing grades from Consultant through to FY1.</p>	<p>Dentist- Scale B- £40.40</p>	<p>Band 6- £23.10 Band 7- £24.37 Band 8A- £31.41</p>	<p>Band 2- £12.60 Band 3- £12.86 Band 4- £13.77 Band 5- £17.77 Band 6- £21.91 Band 7- £24.97 Band 8A- £20.30</p>	<p>Band 2- £12.60 Band 3- £12.92 Band 4- £14.58 Band 5- £18.94 Band 6- £22.66 Band 7- £26.03 Band 8A- £29.65 Band 8C- £38.56 Band 8D- £52.78</p>
<p>* Section 12 Exemption applied. Please see response letter. Under Section 16 of the FOIA, our duty to advise and assist, we have provided the highest hourly rate paid to a bank worker during this time</p>				
<p>Please can you provide the <u>lowest</u> hourly rate paid to a bank worker? (including all worker cost elements only i.e.</p>	<p>£40.40</p>	<p>£20.46</p>	<p>£12.60</p>	<p>£12.60</p>
<p>* Section 12 Exemption applied. Please see response letter. Under Section 16 of the FOIA, our duty to advise and assist, we have provided the highest hourly rate paid to a bank worker during this time</p>				

worker pay, NI, PAYE taxes etc.)
 For each staffing category, please include all booked staffing grades, specialties and length of time in post.
 For example, for Medical & Dental please include '**Grade: Consultant, Specialty: Haematology, Hourly Rate: £75.00 p/h, Time-in-Post: 6 Months**', with all staffing grades from Consultant through to FY1.

Agency				
Period: 01/10/2024 – 31/03/2025	Medical & Dental	Allied Health Professionals (AHPs) including Scientific, Therapeutic and Technical Staff	Nursing & Midwifery including Health Care Assistants (HCAs)	Non-Medical Non-Clinical (NMNC) including Admin & Clerical and Estates & Facilities
Total agency spend in £'000s Please provide total spend including on-framework and off-framework spend combined	1,798	1,018	2,627	0
Total number of agency hours worked	7,789.58	8,664.25	57,252.93	0
What agency rate card is used?	No agency rate card	No agency rate card	All Wales Agency Contract	We do not use an agency for these services

What % of shift bookings were placed above the agency rate card?	Not Applicable	Not Applicable	37.77%	We do not use an agency for these services
Total off-framework agency spend in £'000s Please only include total off-framework spend	1,015	230	1,022	We do not use an agency for these services
What is the agency spend % of total pay bill?	2.49%	1.41%	3.63%	We do not use an agency for these services
Please can you provide the <u>highest</u> agency margin (% or £pph) applied to an agency booking during this period? For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include ' Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Agency Margin: <u>5% (or 8.00 p/h)</u>, Time-in-Post: <u>6 Months</u> ', with all staffing grades from Consultant through to FY1.	** Unable to answer as we do not hold this information.	** Unable to answer as we do not hold this information.	** Unable to answer as we do not hold this information.	Not Applicable
Please can you provide the <u>average</u> agency margin (% or £pph) applied to agency bookings during this period? For each staffing category, please include all booked staffing grades	** Unable to answer as we do not hold this information.	** Unable to answer as we do not hold this information.	** Unable to answer as we do not hold this information.	Not Applicable

<p>and specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Agency Margin: <u>5% (or 8.00 p/h)</u>, Time-in-Post: <u>6 Months</u>', with all staffing grades from Consultant through to FY1.</p>				
<p>Please can you provide the <u>lowest</u> agency margin (% or £pph) applied to an agency booking during this period? For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Agency Margin: <u>5% (or 8.00 p/h)</u>, Time-in-Post: <u>6 Months</u>', with all staffing grades from Consultant through to FY1.</p>	<p>** Unable to answer as we do not hold this information.</p>	<p>** Unable to answer as we do not hold this information.</p>	<p>** Unable to answer as we do not hold this information.</p>	<p>Not Applicable</p>
<p>Please can you provide the <u>highest</u> hourly rate paid to an agency worker? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.)</p>	<p>We are only able to give overall cost agency charge. Consultant-£167.50 Speciality Doctor-£97.00</p>	<p>We are only able to give overall cost agency charge. Band 7 Podiatrist- £47.29 Band 7 Sonographer- £64.89 Band 6 Dietician- £45.50</p>	<p>We are only able to give overall cost agency charge. See table below</p>	<p>Not Applicable</p>

<p>For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Hourly Rate: <u>£100.00 p/h</u>, Time-in-Post: <u>6 Months</u>', with all staffing grades from Consultant through to FY1.</p>		<p>Band 6 OT- £62.74 Band 6 Audiologist- £38.89 Band 5 SLT- £34.98</p>		
<p>Please can you provide the <u>average</u> hourly rate paid to agency workers? (including all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.) For each staffing category, please include all booked staffing grades and specialties and length of time in post. For example, for Medical & Dental please include 'Grade: <u>Consultant</u>, Specialty: <u>Haematology</u>, Hourly Rate: <u>£90.00 p/h</u>, Time-in-Post: <u>6 Months</u>', with all staffing grades from Consultant through to FY1.</p>	<p>We are only able to give overall cost agency charge. Consultant - £119.00 Speciality Doctor - £62.46</p>	<p>We are only able to give overall cost agency charge. Band 7 Podiatrist- £47.29 Band 7 Sonographer- £64.89 Band 6 Dietician- £45.50 Band 6 OT- £62.74 Band 6 Audiologist- £38.89 Band 6 Physio- £63.37 Band 5 Physio- £38.89 Band 5 SLT- £34.98</p>	<p>We are only able to give overall cost agency charge. See table below.</p>	<p>Not Applicable</p>
<p>Please can you provide the <u>lowest</u> hourly rate paid to an agency worker? (including</p>	<p>We are only able to give overall cost agency charge</p>	<p>We are only able to give overall cost agency charge.</p>	<p>We are only able to give overall cost agency charge.</p>	<p>Not Applicable</p>

<p>all worker cost elements only i.e. worker pay, NI, PAYE taxes etc.)</p> <p>For each staffing category, please include all booked staffing grades and specialties and length of time in post.</p> <p>For example, for Medical & Dental please include 'Grade: Consultant, Specialty: Haematology, Hourly Rate: £80.00 p/h, Time-in-Post: 6 Months', with all staffing grades from Consultant through to FY1.</p>	<p>Consultant- £119.00 Speciality Doctor- £62.46</p>	<p>Band 7 Podiatrist- £47.29 Band 7 Sonographer- £64.89 Band 6 Dietician- £45.50 Band 6 OT- £62.74 Band 6 Audiologist- £38.89 Band 6 Physio- £63.37 Band 5 Physio- £38.89 Band 5 SLT- £34.98</p>	<p>See table below.</p>	
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On Contract hourly Nursing Rates

Role	DAYS (Mon- Fri) £	NIGHTS (Mon- Fri) £	SATURDAY £	SUNDAY £	BANK HOLIDAYS £
Unregistered	22.06	31.10	31.10	40.37	40.37
Registered / ODP	25.38	33.00	33.00	40.61	40.61
Registered Staff / Specialist	31.38	40.80	40.80	50.21	50.21

I can confirm that Powys Teaching Health Board are unable to provide the Off Contract hourly Nursing rates as this cost would differ between each agency.