

Freedom of Information Request

Reference Number: [EPUT.FOI.24.3846](#)

Date Received: 21/11/2024

Information Requested:

- 1. Bank Pay Rates:** The pay rates for the workforce operating within Nursing, Midwifery, Theatres, and Mental Health, covering bands 2 to 8a. This can be the rate that all staff within the banding are paid or a minimum and maximum range, without specifying individual personnel.

The Trust bank pay rates are currently the same as the NHS Agenda for change rates of pay which can be found at the following link <https://www.nhsemployers.org/articles/pay-scales-202425>

- 2. List of Agencies:** A list of agencies that are on the supply chain for the Trust within the aforementioned areas. Please highlight if any of these agencies are not on the selected framework for the Trust. Additionally, please provide information on how the Trust manages and monitors these agencies, including the criteria and processes an agency must meet to qualify for inclusion in the supply chain.

The Trust currently utilises the workforce alliance framework RM6281 and RM6277 – agencies are procured via this framework using Direct Award

More details on frameworks and the management of suppliers please see <https://workforcealliance.nhs.uk/frameworks/> or contact the framework supplier directly

The Trust does not utilise off framework agencies

- 3. Spending Information:** The total spending information for the period from January 2024 to November 2024. Please provide the spend on flexible staff as two separate categories: "Agency" and "Bank".

Please see below table of total Trust spend based on paid invoices, broken down by Agency and Bank, for the requested periods.

Financial Year	Spend £m										
	23/24			24/25							
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Agency	2.17	2.31	2.65	2.13	1.80	1.05	1.90	1.46	1.23	1.62	1.28
Bank	4.66	4.31	6.21	4.19	4.25	4.21	4.36	4.44	4.46	4.19	4.19
Total	6.83	6.62	8.86	6.32	6.06	5.26	6.26	5.90	5.68	5.80	5.47

- 4. Agency Staff Rates:** Details of any agency staff working above the NHSI rates for the region, as outlined in the NHS England price card (<https://www.england.nhs.uk/publication/price-card/>). Information required would be Discipline of worker, rate supplied at, department they work within, amount of shifts/hours worked within the Trust.

Kellie Miles

5. **Agency Spend Management:** Confirmation if the Trust uses any vendors to manage their agency spend, such as (but not limited to) NHSP, MSP, etc., or if the temporary recruitment is managed internally.

The temporary staffing usage is managed internally.

6. **Budget Control Contact:** The contact details of the person or department within the Trust who controls the **budget** for agency spend.

The Trust doesn't specifically budget for agency staffing as funding from vacancies in the establishment are utilised to cover back fill costs. The management of budgets is delegated out to operational managers in the Care units.

7. **Procurement Process:** Details on the procurement process for agencies to become approved suppliers for the Trust. This includes any application procedures, evaluation criteria, and timelines.

Direct Award - through contact with all the agencies on the framework and using the supplier matrix we have identified which agencies are able to supply the areas in which the Trust operate and are able to supply the appropriate trained and skilled staff. Due to the specialities operated within the Trust additional training/skills are required above the framework provision for many of roles that may require agency fill – Depending on the profession and length of use for some areas candidates may be required to participate in a selection process to ensure the best candidate is engaged.

The Rate card and award support tool and Simplified short order form may also be utilised as part of the selection process

8. **Future Opportunities:** Information on any upcoming opportunities or tenders for agency supply within the Trust.

N/A

9. **Performance Metrics:** Any performance metrics or KPIs that the Trust uses to evaluate agency staff.

Kellie miles

10. **Onboarding Process:** Information on the onboarding process for new agencies, and how they become a supplier to the Trust.

The Trust currently use the RM6281 framework

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk>



Essex Partnership University
NHS Foundation Trust