

Freedom of Information request 214-19

Request

I would like to request the following information under the FOI Act.

1. I would like to know how many agency staff NHS Borders employed for the following financial years; 2015, 2016, 2017 and 2018.
2. I would like to know how much did it cost NHS Borders to employ those agency staff?
3. Did the cost exceed to expected budget for agency staff in each of the cited years? What was the original budget?
4. If possible, I would like the employment of agency staff to be broken down by quarter, i.e. in Winter 2015 NHS Borders employed X amount of agency staff at a cost of XXX.
5. I would like to know, on average, how much it costs to pay a NHS nurse for one shift in your hospital(s) versus how much it costs to employ an agency nurse on average. I am aware this question may seem vague/ may need more clarification. If you need to be more specific, then please can I have the detail of how much it costs to have one A&E NHS nurse per shift versus one agency nurse on the same A&E shift. (OR contact me for further clarification).
6. I would like to know if NHS Borders is currently in debt, if so, by how much?

For context:

When I refer to 'agency staff' I mean staff who are not current NHS staff, not on NHS books or employed full time by NHS Borders. Agency staff are those who are freelance, or employed by a private company who are brought in by the NHS to cover when staffing levels are low or cannot be met with NHS staff.

Response

1&2 Agency Staff costs and WTE are disclosed in the Boards Annual Report and Accounts which are available from the [NHS Borders website](#).

	Total Agency WTE	Total Agency Staffing costs
2015/16	28.23wte	£3.708m
2016/17	37wte	£5.067m
2017/18	20.8wte	£2.785m
2018/19	24wte	£2.740m

3. The Board does not budget for Agency staff. The Board funds staffing budgets within each service on an annual basis. Staffing shortfalls may be filled by existing employed staff working additional hours or through the use of bank workers or agency staffing.

4. Quarterly Analysis of Agency Staffing Costs is detailed in the following table:

	Qtr1 Apr-Jun	Qtr2 Jul-Sep	Q3 Oct-Dec	Q4 Jan-Mar
2015/16	£801,957	£698,964	£805,867	£1,401,212
2016/17	£1,400,362	£1,626,508	£957,309	£1,082,821
2017/18	£871,712	£761,549	£589,369	£562,370
2018/19	£717,051	£693,355	£763,655	£565,939

5. The Board does not record on an individual basis the hourly rate payment paid per shift provided by agency staff. The finance system holds the total amount paid to the Agency supplier. The level of detail required by this question is not recorded, therefore under Section 17 of the FOI(S)A 2002 this data is not held.

Board employed staff are paid in line with nationally agreed terms and conditions. The majority of the Board's staff are paid on NHS Scotland's Agenda for Change terms and conditions, therefore under Section 25 of the FOI(S)A this data is publicly available at the following link:

[https://www.sehd.scot.nhs.uk/pcs/PCS2019\(AFC\)01.pdf](https://www.sehd.scot.nhs.uk/pcs/PCS2019(AFC)01.pdf)

6. The Board received additional revenue funding in 2018/19 totalling £10.1m in order to meet its financial targets. The additional funding was approved by the Scottish Government Health and Social Care Directorates and does not require to be repaid.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **214-19** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.