



Request under Freedom of Information Act 2000

**Request Ref: NGFOI 16/17: 244**

Thank you for your request for information received at Northampton General Hospital NHS Trust (NGH) on 06/08/16.

I am pleased that we are now able to provide you with a response to your request as shown below.

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**Response from Northampton General Hospital NHS Trust (NGH):**

**The information I am requesting refers to nursing staff only.**

**1)**

**Between 1st May 2016 and to date on a month by month basis, how many times was the break glass clause used within each hospital within your trust. If you are unable to break down the number by individual hospital, the total number for your trust would be fine.**

Data on breaches of the NHS Improvement rate caps are collated on a weekly basis for reporting to the regulator. The data below summarises the data for the weeks which fall in the months of May, June and July.

Period	Number of rate breaches
2 <sup>nd</sup> May – 29 <sup>th</sup> May	436
30 <sup>th</sup> May – 3 <sup>rd</sup> July	535
4 <sup>th</sup> July – 31 <sup>st</sup> July	389

**2)**

**Between 1st May 2016 up to date, on a month by month basis, what was your monthly spend on nursing staff supplied using the break glass clause by each hospital within your trust. If you are unable to break down the number by individual hospital, the total number for your trust would be fine.**

I can confirm on behalf of the Trust and in accordance with S.1 (1) of the Freedom of Information Act 2000 (FOIA) that we do not hold the information in the format that you have requested. The Trust does not collate spend data for agency workers in a way which facilitates separating out the spend on shifts which are within the NHS Improvement rate caps and those that were not.

**3)**

**Regarding Questions 1 & 2, Please provide a break down of the break glass clause into nurse specialities for example, rgn, rmn, a&e, itu, critical, odp's, scrubs, paed, hdu, advance nurse practioners, amu etc.**

I can confirm on behalf of the Trust and in accordance with S.1 (1) of the Freedom of Information Act 2000 (FOIA) that we do not hold the information in the format that you have requested. The way data on breaches of the rate cap is collated at Northampton General does not readily facilitate the analysis of the data by speciality.

4)

**The hourly rate paid to the agencies who supplied nursing staff via the break glass clause. If different agencies charge different hourly rates via the break glass clause, please provide a break down of each agency of their hourly rate. If you feel it is essential to not name specific agencies break glass clause rates then please state each agency hourly rate without the agency name.**

The Trust does not generally agree to break-glass for nursing staff on an ad-hoc basis. Instead, where it is unable to obtain sufficient supply within the rate-cap, it agrees a higher rate ceiling up to which it will accept supply from agencies. For registered nurses in specialist areas (e.g. theatres, ITU, Paediatrics) this is the Agenda for Change Band 6 rate cap (compliance with the rate cap would require these shifts were paid at no more than the Band 5 rate cap).

In addition to this, since the rate caps were reduced on 1<sup>st</sup> April, the Trust has experienced difficulty in obtaining sufficient supply of both specialist area and general registered nurses within the relevant April rate caps for day shifts, and therefore on day shifts the Trust is currently prepared to pay agencies up to the February Band 5 rate cap for general registered nurses and February Band 6 for specialist area registered nurses. The Trust never breaks glass in respect of Health Care Assistants. The table below shows the maximum amount the Trust will currently pay for registered nurses compared to the relevant rate cap.

We have not quoted the rates charged by individual agencies, because in the majority of cases the rate charged is equal to or only marginally below the maximum amount that the Trust is prepared to pay for that shift and therefore quoting the individual agency rates would not provide you with any significant further information.

	<b>NHS Improvement Rate Cap</b>	<b>Maximum Northampton General Will Currently Pay</b>
<b>General Areas</b>		
Day Shift	22.55	25.20
Nights/Saturdays	29.31	29.31
Sunday/Bank Holidays	36.07	36.07
<b>Specialist Areas</b>		
Day Shift	22.55	31.19
Nights/Saturdays	29.31	36.27
Sunday/Bank Holidays	36.07	44.65

The only exception to this approach is that the Trust has a Cath Lab nurse (an extremely specialised role) where the Trust is paying £39.98 per hour on day shift.

**5) A list of agencies who have supplied nursing staff through the break glass clause.**

During the period since 1<sup>st</sup> May 2016 the following agencies have supplied nursing staff at rates in excess of the NHS Improvement rate caps:

DRC

Pulse  
Medics Pro  
ID Medical  
Day Webster  
Hays  
Your World  
Globe  
Precedo  
ID Medical  
Pulse

**6)**

**Do all agencies on the framework who supply nursing staff to you have the opportunity to supply via the break glass clause or is there a separate list for agencies approved to supply via the break glass clause.**

As noted above, the Trust does not normally permit ad-hoc breaking of glass

**7)**

**What is the name of your nurse bank manager?**

The Trust does not provide personal details of staff members below board level, however, we would be happy to forward on correspondence on your behalf.

**8)**

**Do you currently use off framework agencies?**

No