

Our Ref: NG/RM/25316
Date: 10th October 2025

Nicola Griffiths
Deputy Director of Governance
North Staffordshire Combined Healthcare NHS Trust
Lawton House
Bellringer Road
Trentham
ST4 8HH

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 4th September 2025. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

would be most grateful if you would provide me, under the Freedom of Information Act, details in respect to the request below:

Provide the average hourly total cost to the Trust, for both Band 5 and Band 6 nurses in the most recent financial year. Provide costs for:

1. Agency staff Band 5 & Band 6 Nurses (including all agency fees).
 - **Average Agency Band 5 - £31.08 per hour.**
 - **Average Agency Band 6 - £39.65 per hour.**
 2. Bank staff Band 5 & Band 6 Nurses (including all associated on-costs). **In line with Agenda for Change pay rates.**
 - **Average Bank Band 5 - £25.39 per hour.**
 - **Average Bank Band 6 - £32.92 per hour.**
- For 2024/25, based on the annual accounts, 6% of total nursing staff were provided by bank and agency.**
3. Permanent staff Band 5 & Band 6 Nurses (including all associated on-costs). **In line with Agenda for Change pay rates.**
 - **Average Substantive Band 5 - £22.52 per hour.**
 - **Average Substantive Band 6 - £27.67 per hour.**

When calculating the above, please include all relevant costs to the Trust's end for each staffing type. This should cover, but not be limited to:

- Temporary staffing team costs (e.g., recruitment/ booking team salaries, systems).
- Training provision and professional development.
- Compliance and pre-employment checks.
- Risk management and governance costs.

Please present the figures in a clear, digestible format so that a direct comparison between agency, bank, and permanent hourly rates can be made.

If possible, please also provide a short summary showing the percentage difference between each staffing route (agency vs bank, bank vs permanent).

If any of the information is already held in a digestible report or staffing cost breakdown, please provide this instead of producing a new dataset.

Please note the information is not available in our reporting exactly as they are requested, we have provided the data based on our reporting.

We do not apportion the other costs listed in the request to staff costs; the response is purely pay + on costs.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



Nicola Griffiths
Deputy Director of Governance