

Date 01/12/2025  
Your Ref  
Our Ref 10803

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Dear

## FREEDOM OF INFORMATION – AGENCY NURSING

I write in response to your request for information in relation to agency nursing.

### Question:

- Please provide the data for the months of **August 2025, September 2025, and October 2025** covering the following staff groups:
  - Midwives
  - Paediatric Nurses
  - Neonatal Intensive Care Unit (NICU) Nurses
- For each of these three months, please provide:
  1. **Total number of agency hours** worked for each staff group.
  2. **Total agency spend (£)** for each staff group.
  3. **Average charge rate (£ per hour)** paid for each staff group.

### Answer:

1. Total Hours	Aug-25	Sep-25	Oct-25
Midwives	587	371	449
Paediatric Nurses	0	0	0
Neonatal Intensive Care Unit (NICU) Nurses	0	0	0

2. Total Spend	Aug-25	Sep-25	Oct-25
Midwives	31,168	18,728	24,184
Paediatric Nurses	0	0	0
Neonatal Intensive Care Unit (NICU) Nurses	0	0	0

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102 West Port  
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**Chair Professor John Connaghan CBE**  
**Chief Executive Professor Caroline Hiscox**  
*Lothian NHS Board is the common name of Lothian Health Board*

3. Average Charge Rate Per Hour	Aug-25	Sep-25	Oct-25
Midwives	53.14	50.55	53.92
Paediatric Nurses	0.00	0.00	0.00
Neonatal Intensive Care Unit (NICU) Nurses	0.00	0.00	0.00

I hope the information provided helped with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal). If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

**ALISON MACDONALD**  
**Executive Director, Nursing**  
Cc: Chief Executive