

Dear

**FREEDOM OF INFORMATION – AGENCY NURSES**

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

Question:

1. Please tell us - how many bank shifts were worked at your trust by registered nurses during the periods below. Please set out these shifts by Agenda for Change (AfC) pay band, if possible (numbers included as example):

Answer:

Level of nurse bank shifts	Oct – Dec 2025	Oct – Dec 2024	Oct – Dec 2023
Band 5	15,016	13,732	15,375
Band 6	2,032	1,694	2,196
Band 7+	649	562	944
Total	17,697	15,988	18,515

Question:

2. Please tell us – the total amount spent by your trust on bank shifts worked by registered nurses during the periods below. Please set out the amounts spent by Agenda for Change (AfC) pay band, if possible. If it is not possible to provide this by band, please give the total amount (numbers included as example):

Answer:

Level of nurse bank shifts	Oct - Dec 23	Oct - Dec 24	Oct - Dec 25
Band 5	4,772,502	5,230,509	5,361,416
Band 6	1,445,051	1,432,916	1,403,045
Band 7+	344,823	237,454	258,573
Total	6,562,376	6,900,879	7,023,034

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Mainpoint  
102 West Port  
Edinburgh EH3 9DN

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

Question:

3. Does your organisation offer a variety of registered nurse bank shifts at different pay bands (such as in tables above) or does it instead adopt a 'flat rate' per hour that all bank nurses would receive?
- (i) If it adopts a 'flat rate' please detail what the hourly rate is for all registered nurses. E.g: £15.88 hourly rate

Answer:

NHS Lothian offer a variety of registered nurse bank shifts which varies depending on the duties that the bank worker will be required to undertake

Question:

4. Have there been any changes to your bank shift policy for registered nursing staff since January 2024? If so, please explain what these changes were.

Answer:

No changes to Lothian's bank shift policy however, the Band 5 Nursing Review was implemented as part of the pay settlement for Agenda for Change Staff in 2023-24. Nursing staff in substantive and bank Band 5 roles are eligible to apply for a review of their banding.

I hope the information provided helps 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.nhsllothian.scot/FOI/Pages/default.aspx>

Yours sincerely

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