

Agency, Bank and Overtime Spending in UK Maternity Units in 2016

October 2017



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KEY FINDINGS



AGENCY SPENDING ON MATERNITY SERVICES IN THE UK IN 2016 WAS **£20,915,939.30**. THE AVERAGE SPEND PER HOUR ON AGENCY STAFF WAS **£43.65**.

OVERTIME SPENDING ON MATERNITY SERVICES IN THE UK IN 2016 WAS **£8,868,325.28**. THE AVERAGE SPEND PER HOUR ON OVERTIME WAS **£31.09**.

BANK SPENDING ON MATERNITY SERVICES IN THE UK IN 2016 WAS **£67,380,121.90**. THE AVERAGE SPEND PER HOUR ON BANK STAFF WAS **£28.16**.

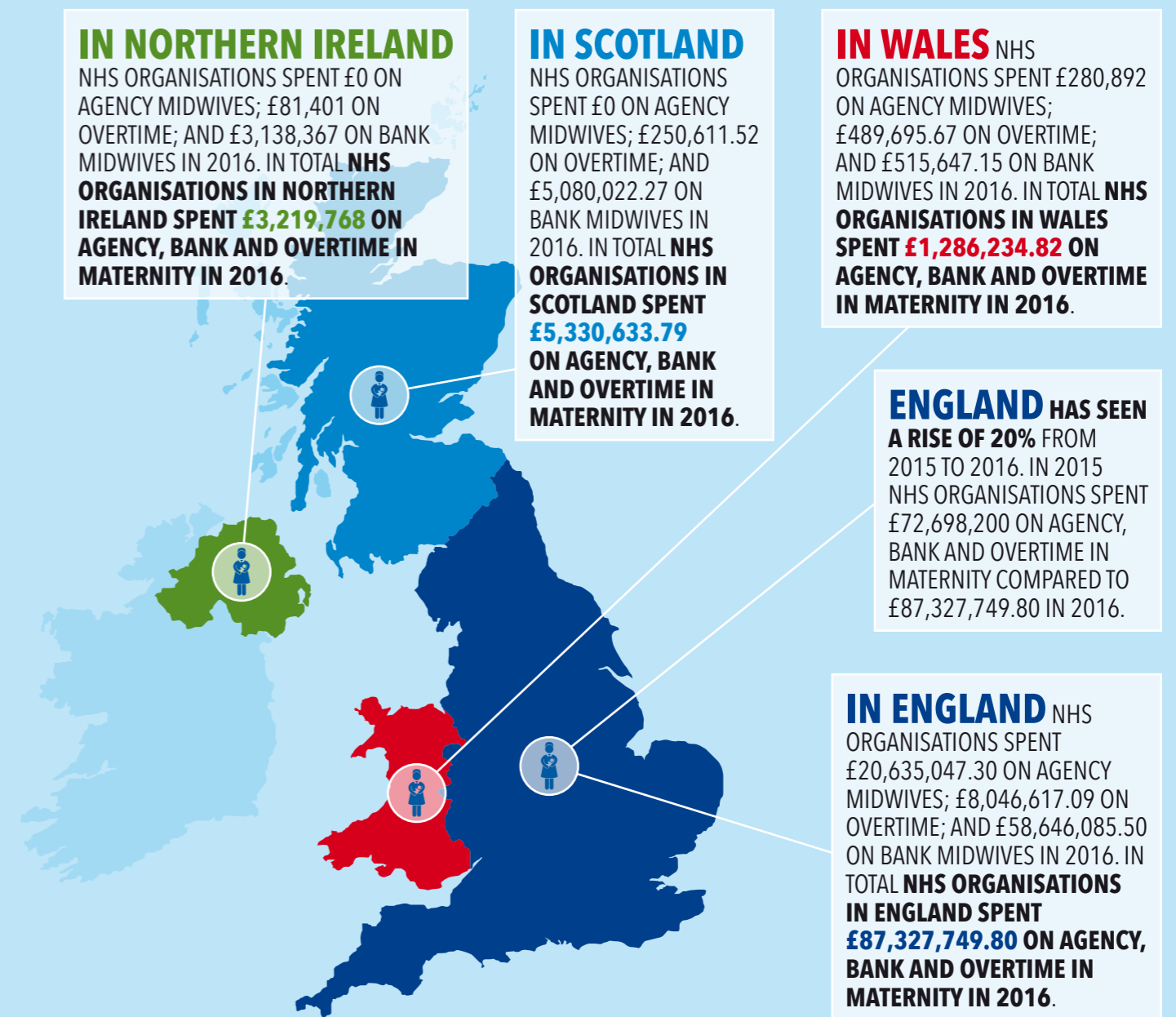
IN TOTAL, NHS ORGANISATIONS SPENT **£97,164,386.40** ON AGENCY, BANK AND OVERTIME IN MATERNITY SERVICES IN THE UK IN 2016.

£97,164,386.40 IS ENOUGH TO PAY **2,731** FULL TIME, EXPERIENCED MIDWIVES (PAID AT THE TOP OF BAND 6) OR **4,391** FULL TIME, NEWLY QUALIFIED MIDWIVES.

THERE WERE 26 ORGANISATIONS THAT SPENT MORE THAN £1 MILLION ON AGENCY, BANK AND OVERTIME IN MATERNITY. OF WHICH, 24 WERE IN ENGLAND, ONE WAS IN SCOTLAND AND ONE IN NORTHERN IRELAND. OF THE 26, NINE ORGANISATIONS SPENT MORE THAN £2 MILLION ON AGENCY BANK AND OVERTIME IN MATERNITY.

Executive Summary

In January 2017 the Royal College of Midwives (RCM) sent a freedom of information request (FOI) to all the NHS organisations in the UK that have maternity units to ask them how much they have spent on agency and bank staff and overtime for every month in 2016. The FOI also asked about the numbers of hours of staff time this equated to. 159 trusts responded to the FOI giving a response rate of 98.8%.



Recommendations

While bank and overtime spending are much better value for money than agency spending it is clear that organisations are far too reliant on temporary staffing. NHS organisations need to develop a total workforce strategy to ensure that they have the appropriate numbers of staff; to ensure that they are retaining their existing staff and to ensure they are recruiting enough staff to deal with the increased demand on the service and replace staff who leave.

The RCM makes the following recommendations:

- NHS organisations should review their maternity staffing levels using a recognised workforce planning tool, such as Birthrate Plus, to ensure they have the appropriate midwifery establishment for their workload. Any resulting vacancies should be recruited to as a matter of urgency.
- NHS organisations should review their midwifery turnover rates and vacancy data to identify posts that have recruitment and retention issues. NHS organisations should then make use of recruitment and retention premia (RRP) in Agenda for Change for midwives to counter existing shortages.
- The UK Government should end their policy of public sector pay restraint and allow the NHS Pay Review Body to make unfettered recommendation for the pay of NHS staff, including midwives. The UK Government need to make sure the funds are available to pay a fair pay rise so that midwives are fairly rewarded for the job they do. In 2016 the RCM conducted research that found 80% of midwives intending to leave midwifery would stay if they had a pay increase.
- NHS organisations should sign up to the RCM's Caring for You Charter to improve midwives', student midwives' and maternity support workers' health, safety and wellbeing at work. The Caring for You Charter includes a commitment on undermining behaviours and bullying and a commitment on flexible working and breaks.
- The Government in England needs to reinstate the bursary for midwifery students and abolish tuition fees to ensure that midwifery courses are getting enough applications for students wishing to study midwifery.
- The Government must grant midwives from other EU countries the right to remain so they can continue to work in the NHS and the Government should make a commitment to allow NHS organisations to continue to recruit midwives from EU countries post-Brexit.

In the meantime, NHS organisations should empower their managers to authorise the use of overtime payments as an alternative to using far more expensive agency staff.

If you have any questions about this report please contact Amy Leversidge, Employment Relations Advisor at the RCM on amy.leversidge@rcm.org.uk

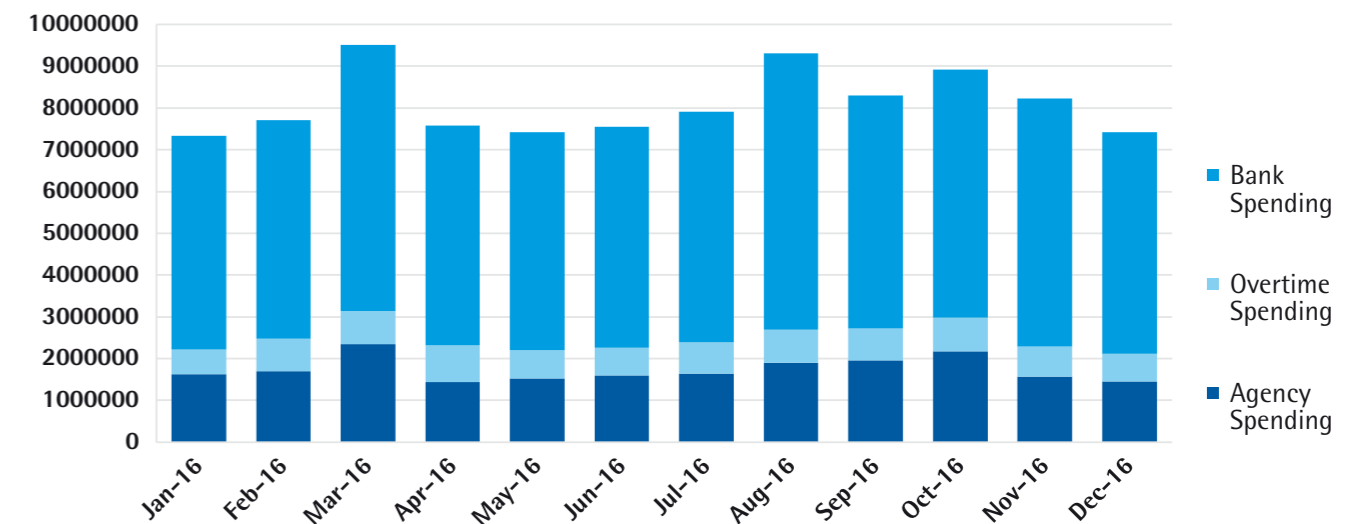
Results

Total Agency, Bank and Overtime Spending

In total, NHS organisations spent **£97,164,386.40** on agency, bank and overtime in maternity services in the UK in 2016.

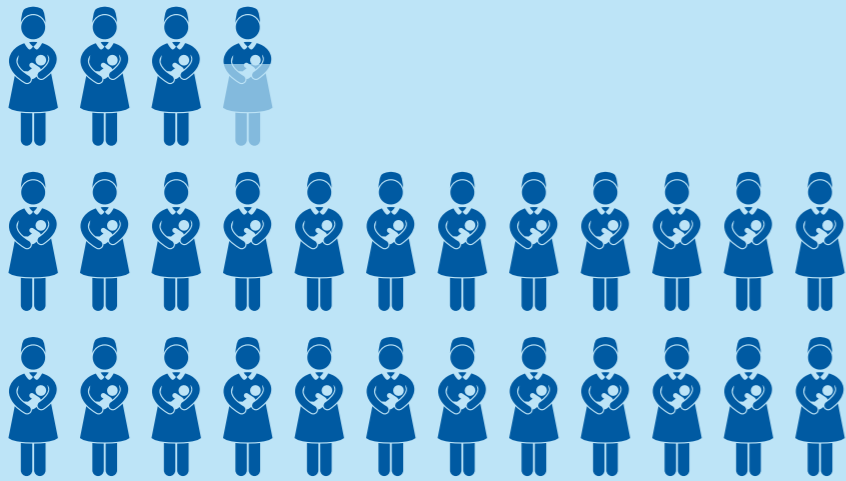
- The graph below shows the total agency, bank and overtime spending in maternity services in the UK in 2016. Aside from the month of March it reveals there is a **peak in spending on temporary staffing between August and October**. This is traditionally when the shortage of midwives is at a peak each year while graduating students are awaiting their registration to be confirmed with the Nursing and Midwifery Council (NMC). This is consistent with previous reports the RCM has published about spending on agency, bank and overtime.

Agency, Bank and Overtime Spending in Maternity in the UK in 2016



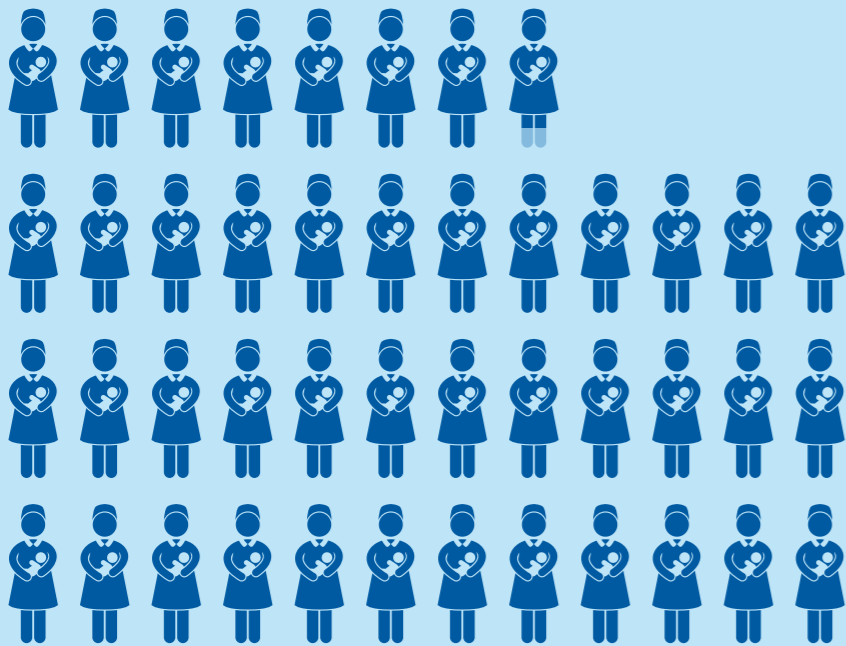
- **£97,164,386.40** is enough to pay **2,731** full time, experienced midwives (paid at the top of band 6) or **4,391** full time, newly qualified midwives.
- There were **26 organisations that spent more than £1 million** on agency, bank and overtime in maternity. Of which, 24 were in England, one was in Scotland and one in Northern Ireland. Of the 26, nine organisations spent more than £2 million on agency bank and overtime in maternity.
- In England NHS organisations spent £20,635,047.30 on agency midwives; £8,046,617.09 on overtime; and £58,646,085.50 on bank midwives in 2016. In total **NHS organisations in England spent £87,327,749.80 on agency, bank and overtime in maternity in 2016.**

£97,164,386.40 IS ENOUGH TO PAY FOR:



2,731*

FULL TIME,
EXPERIENCED
QUALIFIED
MIDWIVES



4,391**

FULL TIME,
NEWLY
QUALIFIED
MIDWIVES

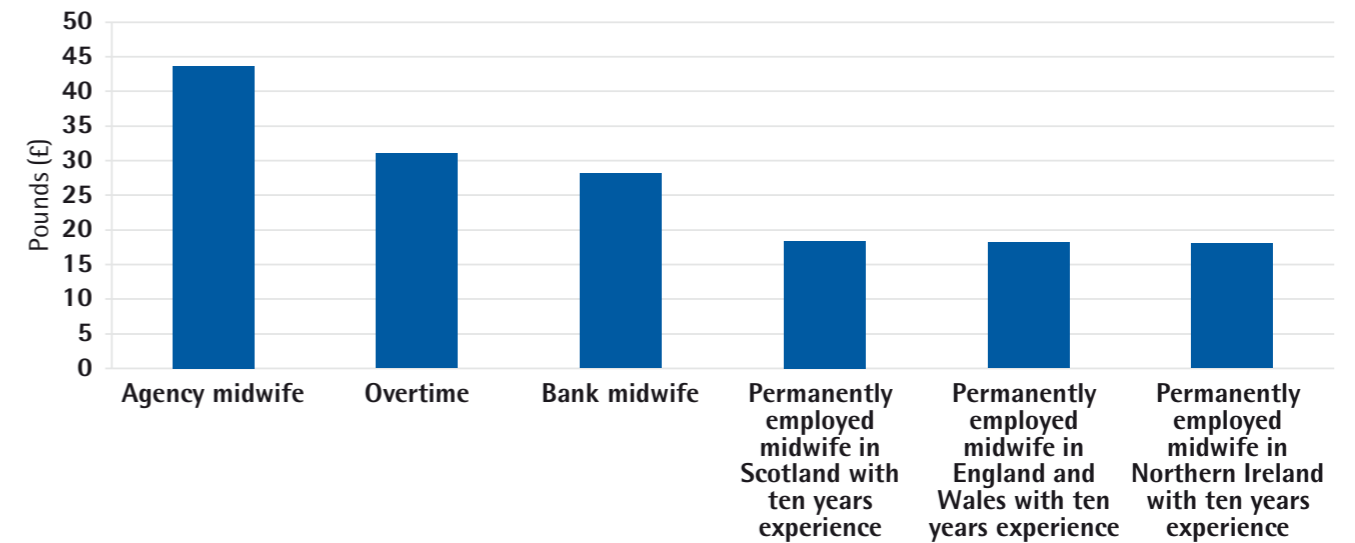
 = 100 MIDWIVES

*USING THE SALARY FOR A MIDWIFE PAID AT THE TOP OF BAND 6 IN ENGLAND AND WALES.

**USING THE SALARY FOR A NEWLY QUALIFIED MIDWIFE PAID AT THE BOTTOM OF BAND 5 IN ENGLAND AND WALES.

- England has **seen a rise of 20%** from 2015 to 2016. In 2015 NHS organisations spent £72,698,200 on agency, bank and overtime in maternity compared to £87,327,749.80 in 2016.
- In Wales NHS organisations spent £280,892 on agency midwives; £489,695.67 on overtime; and £515,647.15 on bank midwives in 2016. In total **NHS organisations in Wales spent £1,286,234.82 on agency, bank and overtime in maternity in 2016.**
- In Scotland NHS organisations spent £0 on agency midwives; £250,611.52 on overtime; and £5,080,022.27 on bank midwives in 2016. In total **NHS organisations in Scotland spent £5,330,633.79 on agency, bank and overtime in maternity in 2016.**
- In Northern Ireland NHS organisations spent £0 on agency midwives; £81,401 on overtime; and £3,138,367 on bank midwives in 2016. In total **NHS organisations in Northern Ireland spent £3,219,768 on agency, bank and overtime in maternity in 2016.**
- The average spend per hour on agency staff was **£43.65**; the average spend per hour on overtime was £31.09; and the average spend per hour on bank staff was **£28.16**. This is compared to a permanently employed midwife with ten years' experience working full time in the NHS who has an **hourly rate of £18.20 in England and Wales; £18.38 in Scotland and £18.02 in Northern Ireland.**

Hourly Rate of Pay

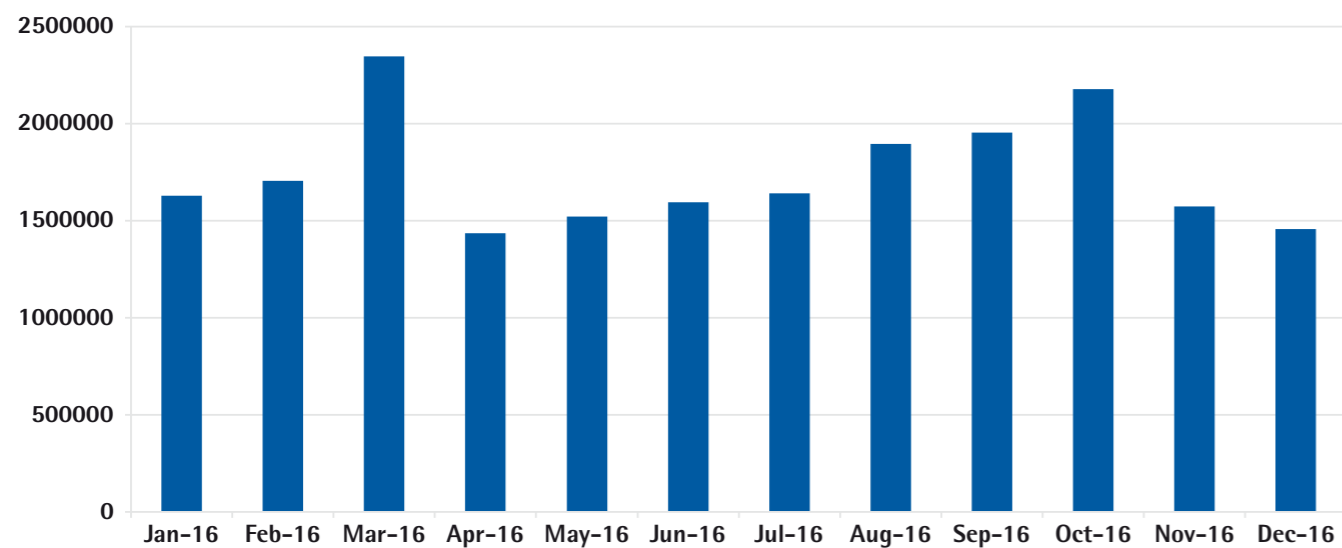


Agency Spending

Agency spending on maternity services in the UK in 2016 was **£20,915,939.30**.

- NHS organisations in England spent £20,635,047.30 on agency midwives; NHS organisations in Wales spent £280,892 on agency midwives; Scotland and Northern Ireland did not spend any money on agency midwives.
- **60 organisations in the UK used agency midwives in 2016** and all but one of those organisations was in England.
- **Six organisations spent more than £1 million on agency midwives.** The five biggest spenders on agency midwives in 2016 were also amongst the top spenders in 2015 indicating that agency spending is concentrated in the same organisations

Spending on agency midwives in UK maternity services in 2016



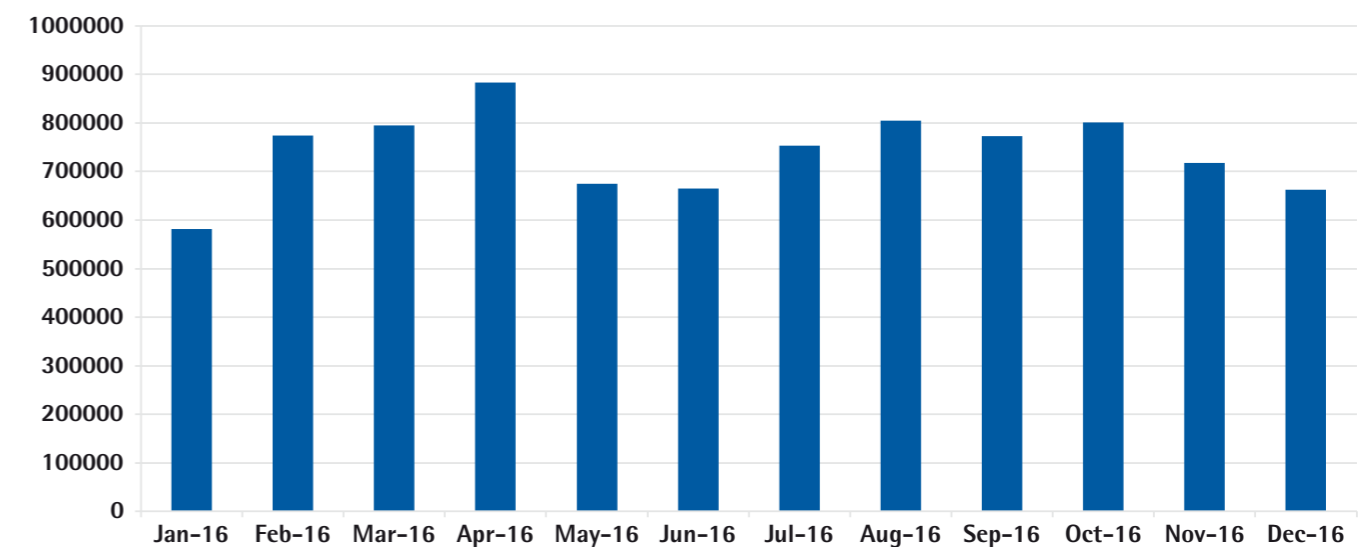
- The **average spend per hour on agency staff was £43.65.**
- In November 2015, following instructions from the Department of Health, NHS Improvement introduced a mandatory cap in England on the hourly rate for agency staff and an annual ceiling for agency spending in each trust. Significantly, NHS Improvement allows organisations to break the cap on exceptional safety grounds. The RCM's report into agency, bank and overtime spending in England in 2015 showed **the average hourly rate for agency staff in England in 2015 was £41.25 compared to £43.37 in 2016 showing that the cap has made no impact on the spend per hour in maternity.**

Overtime Spending

Overtime spending on maternity services in the UK in 2016 was **£8,868,325.28**.

- **118 organisations in the UK paid staff overtime in maternity in 2016** and overtime was used in all four countries in the UK.
- In England NHS organisations spent £8,046,617.09 on overtime; in Wales NHS organisations spent £489,695.67 on overtime; in Scotland NHS organisations spent £250,611.52 on overtime; and in Northern Ireland NHS organisations £81,401 on overtime.
- **One organisation spent over £1 million on overtime in maternity in 2016.**
- **The average spend per hour on overtime was £31.09.**
- We understand that it is sometimes difficult for managers in NHS organisations to get authorisation to agree overtime. There is a single harmonised rate of overtime set out in Agenda for Change terms and conditions which is time and a half for all overtime apart from public holidays which is double time. Part-time workers will receive overtime payments at plain time until their hours exceed the standard full time week of 37.5 hours. However, **the difficulty in agreeing overtime is a false economy because the FOI reveals that spending on overtime is far better value than agency spending.** This is consistent with the report into agency, bank and overtime spending in England in 2015 that the RCM published in October 2016.

Spending on overtime for midwives in UK maternity services in 2016

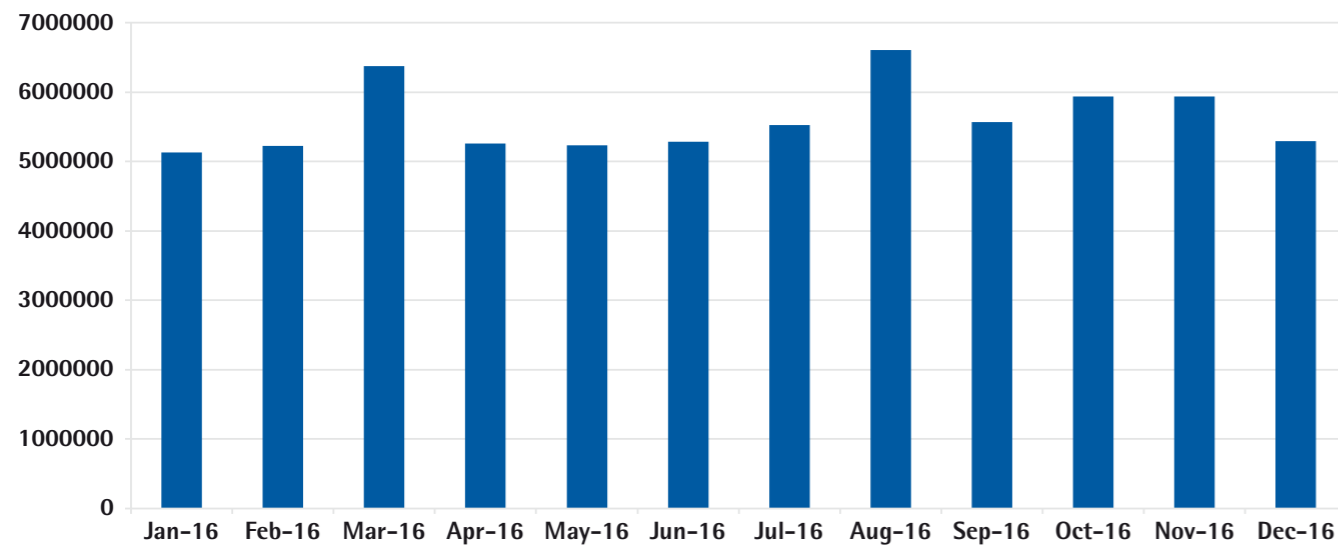


Bank Spending

Bank spending on maternity services in the UK in 2016 was **£67,380,121.90**.

- **147 organisations in the UK used bank staff in maternity in 2016** and all four countries in the UK used bank staff.
- In England NHS organisations spent £58,646,085.50 on bank midwives; in Wales NHS organisations spent £515,647.15 on bank midwives; in Scotland NHS organisations £5,080,022.27 on bank midwives; and in Northern Ireland NHS organisations spent £3,138,367 on bank midwives.
- **16 organisations in the UK spent over £1 million on bank staff in maternity in 2016.**
- The highest spending organisation spent **over £5 million** on bank staff in maternity in 2016.
- **The average spend per hour on bank staff was £28.16.**

Spending on bank midwives in UK maternity services in 2016



Appendix One

Agency, Bank and Overtime Spending 2016		Agency Spend	Overtime Spend	Bank Spend	Total Agency Bank and Overtime Spend
Dartford and Gravesham NHS Trust	England	0	0	5786608.41	5786608.41
Chelsea and Westminster Hospital NHS Foundation Trust	England	1351692	0	1785736	3137428
Lewisham and Greenwich NHS Trust	England	1104460	1656	2021750	3127866
West Hertfordshire Hospitals NHS Trust	England	1839654	0	932301	2771955
Royal Free London NHS Foundation Trust	England	1417624	0	1324912	2742536
King's College Hospital NHS Foundation Trust	England	347847	1673	2271756	2621276
Royal Devon and Exeter NHS Foundation Trust	England	105962	14397	2396367	2516726
Imperial College Healthcare NHS Trust	England	463157.95	0	1869559	2332716.95
St George's Healthcare NHS Trust	England	1501167	0	648101	2149268
University Hospitals Of Morecambe Bay NHS Foundation Trust	England	1793000	103000	82000	1978000
Portsmouth Hospitals NHS Trust	England	0	8744	1806150	1814894
The Whittington Hospital NHS Trust	England	582916.22	0	1212587.57	1795503.79
NHS Greater Glasgow and Clyde	Scotland	0	13290	1723462.647	1736752.647
London North West Healthcare NHS Trust	England	473976.33	0	1202220.17	1676196.5
Heart of England NHS Foundation Trust	England	97614	13813	1396367	1507794
University College London Hospitals NHS Foundation Trust	England	15784	0	1457648	1473432
Northern Health and Social Care Trust	N Ireland	0	7000	1398000	1405000
Milton Keynes Hospital NHS Foundation Trust	England	786000	0	598900	1384900
Guy's and St Thomas' NHS Foundation Trust	England	394100	110157	849182	1353439
Barking, Havering and Redbridge University Hospitals NHS Trust	England	185941	0	1156250.86	1342191.86
University Hospitals of Leicester NHS Trust	England	0	1211203	48544.59	1259747.59
Pennine Acute Hospitals NHS Trust	England	745754.64	284285.25	227534.71	1257574.6
Maidstone and Tunbridge Wells NHS Trust	England	73927	8200	1142004	1224131
East and North Hertfordshire NHS Trust	England	620512	456	587055	1208023
Frimley Health NHS Foundation Trust	England	199595	9357	904917	1113869
Croydon Health Services NHS Trust	England	615777.07	0	448969.45	1064746.52
North Middlesex University Hospital NHS Trust	England	568114	0	392747	960861
Homerton University Hospital NHS Foundation Trust	England	357720	294	580437	938451
Medway NHS Foundation Trust	England	542780	7618	383421	933819
Wye Valley NHS Trust	England	0	443786	468914	912700
Epsom and St Helier University Hospitals NHS Trust	England	264927	303	632360	897590
The Hillingdon Hospitals NHS Foundation Trust	England	461576.08	0	407058.93	868635.01
Central Manchester University Hospitals NHS Foundation Trust	England	0	145614.77	720826.2	866440.97
Cambridge University Hospitals NHS Foundation Trust	England	0	0	859272	859272
University Hospital Southampton NHS Foundation Trust	England	418361	104724	277853.87	800938.87

NHS Lanarkshire	Scotland	0	42392	754401	796793
Surrey and Sussex Healthcare NHS Trust	England	149209	118969	510379	778557
Southend University Hospital NHS Foundation Trust	England	476578.94	0	270097.61	746676.55
Royal Berkshire NHS Foundation Trust	England	471890.92	268659.74	654.92	741205.58
Ashford and St Peter's Hospitals NHS Foundation Trust	England	99243	0	636114	735357
NHS Grampian	Scotland	0	58682.44	675826	734508.44
Northern Lincolnshire And Goole NHS Foundation Trust	England	1875.25	53903	661645	717423.25
Birmingham Women's NHS Foundation Trust	England	126361	91204	496146	713711
Peterborough and Stamford Hospitals NHS Foundation Trust	England	227762	0	464752	692514
Betsi Cadwaladr University Health Board	Wales	280892	287422	50005	618319
Walsall Healthcare NHS Trust	England	0	0	614192	614192
Mid Essex Hospital Services NHS Trust	England	70204	331988	210606	612798
University Hospitals Coventry And Warwickshire NHS Trust	England	0	96641	514548	611189
Salisbury NHS Foundation Trust	England	136100	7300	458500	601900
Belfast Health and Social Care Trust	N Ireland	0	0	589841	589841
East Lancashire Hospitals NHS Trust	England	0	5503.01	581977.12	587480.13
The Princess Alexandra Hospital NHS Trust	England	111100	0	471600	582700
The Dudley Group NHS Foundation Trust	England	0	2580	580072	582652
NHS Lothian	Scotland	0	0	567170	567170
Southern Health and Social Care Trust	N Ireland	0	9662	545350	555012
Royal United Hospital Bath NHS Trust	England	0	5605	545689	551294
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	England	0	299085	251990.8	551075.8
Luton And Dunstable University Hospital NHS Foundation Trust	England	0	33625	497295	530920
Sandwell And West Birmingham Hospitals NHS Trust	England	0	0	526956	526956
Norfolk And Norwich University Hospitals NHS Foundation Trust	England	22984.4	281424.18	214178.34	518586.92
Poole Hospital NHS Foundation Trust	England	87926	40376	383964	512266
Gloucestershire Hospitals NHS Foundation Trust	England	1017	1262	507890	510169
South Eastern Health and Social Care Trust	N Ireland	0	64739	442868	507607
East Kent Hospitals University NHS Foundation Trust	England	263521	198848	45191	507560
Derby Hospitals NHS Foundation Trust	England	0	28381.89	459205	487586.89
East Sussex Healthcare NHS Trust	England	320755	5394	155057	481206
James Paget University Hospitals NHS Foundation Trust	England	285165.86	25083.24	161170.92	471420.02
Kettering General Hospital NHS Foundation Trust	England	0	5692	443977	449669
Tameside Hospital NHS Foundation Trust	England	0	0	445539	445539
Liverpool Women's NHS Foundation Trust	England	0	3103	431696	434799
Royal Surrey County Hospital NHS Foundation Trust	England	14149	0	414790	428939
NHS Tayside	Scotland	0	18700	408600	427300
Worcestershire Acute Hospitals NHS Trust	England	174182	0	242997	417179
Basildon and Thurrock University Hospitals NHS Foundation Trust	England	0	0	411149	411149
Hampshire Hospitals NHS Foundation Trust	England	0	0	383385	383385
County Durham And Darlington NHS Foundation Trust	England	0	260396	116917	377313
Dorset County Hospital NHS Foundation Trust	England	0	25399.01	343433.44	368832.45

Northampton General Hospital NHS Trust	England	0	0	363301.45	363301.45
Mid Yorkshire Hospitals NHS Trust	England	54556	179602	127363	361521
York Teaching Hospital NHS Foundation Trust	England	0	0	343482.78	343482.78
United Lincolnshire Hospitals NHS Trust	England	0	266130	56133	322263
St Helens and Knowsley Hospitals NHS Trust	England	0	233568	88011.17	321579.17
Oxford University Hospitals NHS Trust	England	0	321327	0	321327
Leeds Teaching Hospitals NHS Trust	England	1325.33	16968	301250.3	319543.63
Doncaster and Bassetlaw Hospitals NHS Foundation Trust	England	0	11365.37	307325	318690.37
NHS Highland	Scotland	0	49854.55	267396.41	317250.96
Colchester Hospital University NHS Foundation Trust	England	102701	9063	203694	315458
The Royal Wolverhampton NHS Trust	England	0	974.76	304818.96	305793.72
Plymouth Hospitals NHS Trust	England	0	181547	112944	294491
Shrewsbury And Telford Hospital NHS Trust	England	0	171623	113722	285345
Western Sussex Hospitals NHS Foundation Trust	England	0	16006.84	259400.97	275407.81
Nottingham University Hospitals NHS Trust	England	0	63049	210281	273330
North Cumbria University Hospitals NHS Trust	England	0	251660	18472	270132
Sheffield Teaching Hospitals NHS Foundation Trust	England	0	267969.59	0	267969.59
Bradford Teaching Hospitals NHS Foundation Trust	England	2120.88	3723.31	259640.45	265484.64
Buckinghamshire Healthcare NHS Trust	England	0	18465	246801	265266
North Bristol NHS Trust	England	0	31993	226153	258146
Bedford Hospital NHS Trust	England	63999	3403	186226	253628
Ipswich Hospital NHS Trust	England	0	56702.09	193920.48	250622.57
West Suffolk NHS Foundation Trust	England	0	13328.76	235789	249117.76
Wrightington, Wigan And Leigh NHS Foundation Trust	England	0	12381	231930	244311
Brighton and Sussex University Hospitals NHS Trust	England	0	0	233000	233000
University Hospitals Bristol NHS Foundation Trust	England	2000	227000	2215.2	231215.2
NHS Fife	Scotland	0	11869	217774	229643
Southport And Ormskirk Hospital NHS Trust	England	0	0	229389.36	229389.36
Mid Cheshire Hospitals NHS Foundation Trust	England	1261	1420	221852	224533
The Rotherham NHS Foundation Trust	England	0	0	211953	211953
George Eliot Hospital NHS Trust	England	1600.21	6687	200422.17	208709.38
Wirral University Teaching Hospital NHS Foundation Trust	England	0	15654	187096	202750
Taunton and Somerset NHS Foundation Trust	England	0	5232	193792	199024
Cwm Taf Health Board	Wales	0	28710	169911	198621
Warrington And Halton Hospitals NHS Foundation Trust	England	0	12057	185432	197489
Hywel Dda Health Board	Wales	0	59475.67	131395.15	190870.82
Kingston Hospital NHS Foundation Trust	England	0	0	186308.8	186308.8
East Cheshire NHS Trust	England	0	1266.14	183296.72	184562.86
Bolton NHS Foundation Trust	England	0	13799.4	162758.58	176557.98
South Warwickshire NHS Foundation Trust	England	0	175000	0	175000
Hull and East Yorkshire Hospitals NHS Trust	England	0	73811	99936	173747
NHS Dumfries and Galloway	Scotland	0	11427	158274	169701

Chesterfield Royal Hospital NHS Foundation Trust	England	8055.99	0	159561.42	167617.41
City Hospitals Sunderland NHS Foundation Trust	England	0	5376	160727	166103
University Hospital of South Manchester NHS Foundation Trust	England	0	96438.62	67298.38	163737
University Hospitals of North Midlands NHS Trust	England	0	49616	112936	162552
Western Health and Social Care Trust	N Ireland	0	0	162308	162308
Aneurin Bevan Health Board	Wales	0	3828	153342	157170
South Tees Hospitals NHS Foundation Trust	England	2064	692.88	137617.21	140374.09
Stockport NHS Foundation Trust	England	3038.45	3045.62	132784.64	138868.71
South Tyneside NHS Foundation Trust	England	0	3946.88	134353.26	138300.14
NHS Ayrshire and Arran	Scotland	0	11088	126801	137889
Lancashire Teaching Hospitals NHS Foundation Trust	England	0	79330.42	53082.23	132412.65
Calderdale and Huddersfield NHS Foundation Trust	England	8135.57	97323.42	16939.63	122398.62
The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust	England	0	2610	114513	117123
Royal Cornwall Hospitals NHS Trust	England	0	3994	112627	116621
Burton Hospitals NHS Foundation Trust	England	0	20127	94150	114277
NHS Forth Valley	Scotland	0	2870.26	102311.86	105182.12
Northern Devon Healthcare NHS Trust	England	0	77039	27964	105003
Abertawe Bro Morgannwg University Health Board	Wales	0	94350	0	94350
Weston Area Health NHS Trust	England	0	5860.03	65385.85	71245.88
Blackpool Teaching Hospitals NHS Foundation Trust	England	0	64232	4180	68412
Gateshead Health NHS Foundation Trust	England	0	162.37	67973.19	68135.56
NHS Borders	Scotland	0	837.22	64778	65615.22
North Tees and Hartlepool NHS Foundation Trust	England	0	63936	0	63936
The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust	England	0	0	56534	56534
Countess of Chester Hospital NHS Foundation Trust	England	0	49180	4225.11	53405.11
Hinchingbrooke Health Care NHS Trust	England	9062.5	41764.31	0	50826.81
Torbay and South Devon NHS Foundation Trust	England	0	13512	34824	48336
Harrogate and District NHS Foundation Trust	England	0	27346	9866	37212
Powys Health Board	Wales	0	15910	10994	26904
Isle of Wight NHS Trust	England	0	642	26032	26674
Barnsley Hospital NHS Foundation Trust	England	0	6324.53	17246.68	23571.21
NHS Shetland	Scotland	0	23063.12	0	23063.12
Yeovil District Hospital NHS Foundation Trust	England	0	1530.74	13088.6	14619.34
NHS Orkney	Scotland	0	5454.93	4762.35	10217.28
Sherwood Forest Hospitals NHS Foundation Trust	England	0	10107.92	0	10107.92
NHS Western Isles	Scotland	0	1083	8465	9548
Airedale NHS Foundation Trust	England	5163.66	0	0	5163.66
Bridgewater Community Healthcare NHS Trust	England	0	0	0	0
Great Western Hospitals NHS Foundation Trust	England	0	0	0	0
Northumbria Healthcare NHS Foundation Trust	England	0	0	0	0



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