

## Thornbury Nursing - England and Wales pay rates

Effective 13th January 2020

Grade	Shift	Total hourly pay	Excl. holiday pay	Holiday pay
Advanced Nurse Practitioner / Emergency Nurse Practitioner	Day Mon–Fri 8am–8pm	£60.00	£51.92	£8.08
	Night Mon–Fri 8pm–8am	£66.00	£57.11	£8.89
	Weekend Fri 8pm–Mon 8am	£71.50	£61.87	£9.63
	BH Bank/Public holidays	£116.00	£100.38	£15.62
In charge of specialist unit: A&E, MIU, ITU, CCU, HDU, NICU, Theatre Manager.	Basic Mon-Fri 8am–2pm	£45.00	£38.94	£6.06
	P1 Mon-Thurs 2pm–8am	£53.00	£45.86	£7.14
	P2 Friday 2pm – Monday 8am	£58.50	£50.62	£7.88
	BH Bank/Public holidays	£100.50	£86.97	£13.53
First Assistant	Basic Mon-Fri 8am–2pm	£42.50	£36.78	£5.72
	P1 Mon-Thurs 2pm–8am	£48.50	£41.97	£6.53
	P2 Friday 2pm – Monday 8am	£54.50	£47.16	£7.34
	BH Bank/Public holidays	£93.50	£80.91	£12.59
RN Specialist: - RN – RGN, RMN, RNLD, RM, RSCN, EN, EMN, ENLD, HV, ODP. - In charge of wards in NHS and private hospitals. - In charge of care home.	Basic Mon-Fri 8am–2pm	£39.00	£33.75	£5.25
	P1 Mon-Thurs 2pm–8am	£44.50	£38.51	£5.99
	P2 Friday 2pm – Monday 8am	£49.00	£42.40	£6.60
	BH Bank/Public holidays	£86.00	£74.42	£11.58
RN: RN – RGN, RMN, RNLD, EN, EMN, ENLD	Basic Mon-Fri 8am–2pm	£32.00	£27.69	£4.31
	P1 Mon-Thurs 2pm–8am	£35.50	£30.72	£4.78
	P2 Friday 2pm – Monday 8am	£40.50	£35.05	£5.45
	BH Bank/Public holidays	£70.50	£61.01	£9.49
Specialist HCA	Basic Mon-Fri 8am–2pm	£22.50	£19.47	£3.03
	P1 Mon-Thurs 2pm–8am	£26.00	£22.50	£3.50
	P2 Friday 2pm – Monday 8am	£32.00	£27.69	£4.31
	BH Bank/Public holidays	£56.00	£48.46	£7.54
HCA	Basic Mon-Fri 8am–2pm	£18.50	£16.01	£2.49
	P1 Mon-Thurs 2pm–8am	£23.00	£19.90	£3.10
	P2 Friday 2pm – Monday 8am	£25.50	£22.07	£3.43
	BH Bank/Public holidays	£44.50	£38.51	£5.99

- Specialities: Certificate/Minimum of one-year experience in ITU, HDU, NICU, CCU, A&E, Paediatric Wards, Paediatric ICU, Intensive Paediatric home care, Renal Dialysis, Chemotherapy, Theatre, Recovery, Occupational Health, Minor Injury Unit, Practice/Treatment Room, District Nursing, Midwives, Prisons, Psychiatric ICU, Secure Psychiatric Units, and other certificates when specified.
- You will receive an automatic one-off payment of £25 when a confirmed shift is cancelled. There may be exceptions for community and longer-term bookings.
- Travel expenses are paid at 25 pence per mile for journeys up to 200 miles; and at 30 pence for each additional mile for journeys over 201 miles including bridge tolls and congestion charges. Reasonable public transport costs will be paid for the return journey. Receipts for all incidental travel costs must be provided and should be scanned in on the same image as your timesheet when submitting electronically.
- There may be different pay and mileage rates for specific clients; it is your responsibility to ensure you know the pay and mileage rate when you accept a shift.
- Thornbury makes no deductions for additional administration charges.
- Holiday Pay at 15.56% is included in your hourly rate and is paid to you on a weekly basis. Thornbury urges all staff to take their agency paid holiday entitlement in full.
- By accepting these terms, you agree that any such sums paid to you as holiday pay in addition to your hourly rate may be set off against any entitlement to receive statutory holiday pay during periods of annual leave.
- If any changes occur during your placement regarding your duties please inform the call centre immediately as this could affect your pay; retrospective changes may not be possible.
- For nursing care provided in the patient's own home, no breaks will be deducted if you are the only nurse in attendance. In all other cases standard breaks are deducted.
- If no break is offered please write this on your timesheet and ask the signatory to initial.
- Thornbury urges all agency nurses to have professional indemnity insurance provided by personal membership of a recognised professional body or trade union.
- Tax and NIC are deducted by Thornbury from the pay rates quoted above.