

AGENCY NURSING PAY RATES FOR HEALTH BOARDS IN SCOTLAND

To help busy agency nurses make informed choices

This rate card outlines the current nursing pay rates for various bands, specialties and shift types across Scotland via a framework agency. For Medacs Healthcare nurses, these rates are indicative only as we reserve the right to adjust them in accordance with demand.

Band and Specialty	Shift Type	1. PAYE Pay Rate	Approx. Holiday Pay	PAYE Rate + Approx. Holiday Pay
Non Registered Nurse	Weekday Day	£10.96	£1.32	£12.28
	Saturday Day	£14.25	£1.72	£15.97
	Sunday Day	£17.54	£2.12	£19.66
	Weekday Night	£14.25	£1.72	£15.97
	Saturday Night	£14.25	£1.72	£15.97
	Sunday Night	£17.54	£2.12	£19.66
	Public Holiday	£17.54	£2.12	£19.66
Registered Nurse	Weekday Day	£20.84	£2.52	£23.36
	Saturday Day	£27.08	£3.27	£30.35
	Sunday Day	£33.33	£4.02	£37.35
	Weekday Night	£27.08	£3.27	£30.35
	Saturday Night	£27.08	£3.27	£30.35
	Sunday Night	£33.33	£4.02	£37.35
	Public Holiday	£33.33	£4.02	£37.35
Specialty Nurse	Weekday Day	£24.48	£2.95	£27.43
	Saturday Day	£31.82	£3.84	£35.66
	Sunday Day	£39.16	£4.73	£43.89
	Weekday Night	£31.82	£3.84	£35.66
	Saturday Night	£31.82	£3.84	£35.66
	Sunday Night	£39.16	£4.73	£43.89
	Public Holiday	£39.16	£4.73	£43.89

1. Total hourly rate for a PAYE nurse with tax and NI deducted at source by Medacs Healthcare
2. Holiday rates shown are approximate. The actual holiday pay amount is based on an average pay rate, calculated at the time holiday pay is claimed
3. A combined rate to help nurses compare our PAYE rates with other agencies*

For further information on Medacs Healthcare's nursing pay rates in Scotland - NHS and private - simply contact our Scotland Registration Team on 0141 225 5451 (during office hours) or via email: scotlandnursing@medacs.com

*Medacs Healthcare does not practice 'rolled-up holiday pay' holiday pay as this is against the law. The pay rates we advertise and quote are always the true hourly pay rate you will earn. However, we realise that you might still want to understand what the pay rate is including holiday pay in order to compare our rates with other agencies. So, it is for this reason alone, that we are listing an approximate holiday pay calculation (column 2) and PAYE rate inclusive of an approximate holiday pay calculation (column 3).

All information is correct at time of publishing in November 2022.