

2025

The True Cost of Quality Care.



The true cost of quality care.

In an ever-evolving healthcare landscape, understanding the true costs of quality care is paramount. As we navigate new legal standards and strive for excellence, it's crucial to recognise the value of investing in ethical, high-quality healthcare staffing, now more than ever before.

Quality care not only enhances patient outcomes but also fosters a culture of trust and compassion within healthcare settings. By prioritising ethical practices and investing in well-trained staff, we can ensure that every patient receives the care and attention they deserve.

In this rapidly changing environment, the importance of ethical and the highest quality healthcare staffing cannot be overstated. Let us continue to uphold the highest standards of care and make a positive impact on the lives of those we serve.

Understanding the true value of quality care.

Every so often, questions arise about why our rates may appear slightly higher than expected. We recognise the importance of seeking savings, particularly in today's economic climate. However, it's crucial to consider the impact of upholding quality care when it comes to our pricing structure.

At Nurseplus, our rates are meticulously calculated to ensure not only fair compensation for our dedicated staff, but also the delivery of exceptional care within the sector. Our commitment goes beyond mere compliance; it's a dedication to upholding industry-leading standards that prioritise both our care staff and those under their care.

Ahead of the national minimum wage increase on April 1st 2025, we're here to help you understand exactly how our rates are priced, and why this helps us maintain the highest quality of care possible.



£12.21ph

Legal minimum wage

As of 1st April 2025, the legal minimum wage for someone aged 21 and over and working shifts in your care setting is set to rise from £11.44 to £12.21 per hour. This is a 6.7% increase from the current rate.

With other on-costs included (NI, pension, holiday pay and apprenticeship levy), this means the total minimum cost of employment is rising from £14.10 per hour to £15.74 per hour.

If an agency offers you a rate lower than this rate, it suggests that they might not be operating within the bounds of the law.

The true cost of quality care.



The real cost of care.

Recent headlines in the news have underscored the importance of fair treatment and respect within the care sector. Our rates reflect more than just monetary compensation; they signify a commitment to dignity, integrity, and the welfare of all involved. By choosing Nurseplus, you're investing in a partner that values people - from our dedicated care staff to the individuals they support.

While our rates may initially seem higher than some competitors', they're a reflection of our unwavering commitment to quality, legality, and ethical treatment. Nurseplus ensures compliance with all legal standards, including fair wages and proper taxation, providing peace of mind to both our clients and care staff.

Our rates encompass not just hourly wages but a comprehensive package that includes National Insurance contributions, holiday pay, pension contributions, and additional benefits such as access to high-street shopping discounts and free uniform. Nurseplus recognises the importance of supporting our staff holistically to ensure their well-being and job satisfaction.

At Nurseplus, quality care starts with quality staff, and this involves more than just paying their wages.



Industry leading mandatory training



Dedicated internal audit function



Rigorous recruitment & screening process



Comprehensive revalidation support



Internal support functions



Out of hours on-call service

The true cost of quality care.

The real cost of care.

There are many other costs that contribute to the operation and the quality service we provide at Nurseplus.



Industry leading mandatory training

Our industry-leading, mandatory, classroom training ensures that all Nurseplus staff are equipped with the knowledge and skills they need to provide the highest quality of care. We believe in investing in our employees' professional development, setting the foundation for exceptional service to our clients.



Dedicated internal audit function

Our dedicated and highly skilled team of clinical nurses, qualified health and safety personnel, and former Registered Managers maintain a system of quality control in order to monitor the standard of the services we provide. We are able to identify any areas of concern or risk, in order to take remedial action immediately.



Rigorous recruitment & screening process

Nurseplus operates an internal recruitment team dedicated to conducting thorough background checks and screening processes. Our meticulous approach to recruitment ensures that we only employ the most qualified and reliable healthcare professionals, providing peace of mind to our clients and ensuring the safety and well-being of those in our care.



Comprehensive revalidation support

For our nursing staff, we provide free revalidation support to help them maintain their professional registration and compliance with the NMC. This not only alleviates the administrative burden on our staff but also ensures continuous professional development and adherence to the highest standards of care.



Internal support functions

Our internal functions including payroll, quality assurance, recruitment, and IT ensure accuracy, timeliness, and compliance with all legal requirements. These internal functions are critical to the ongoing support of our care staff and clients.



Out of hours on-call service

Understanding the unpredictable nature of the care sector, Nurseplus offers a free out of hours on-call service, ensuring that both our staff and clients have access to the support they require.

A partnership built on excellence.

In trusting Nurseplus as your agency of choice, you're choosing more than just a service provider; you're choosing a commitment to excellence in care delivery. Our dedication to transparency, integrity, and accountability is what helps set us apart, ensuring that every individual receives the highest quality of care they deserve.

Unfortunately, now more than ever, we have seen that not all staffing agencies share our commitment to quality care or compliance.

Some agencies are illegally under-paying staff, evading tax and providing inadequate support and training to their care staff.

The implications of choosing an agency that cuts corners are significant, not just in terms of compliance and legalities, but more importantly, in the quality of care provided to those who need it most.



Rated 'Excellent' by our clients



What should you look out for?

As we move towards April 1st 2025, the landscape of minimum wage regulations within the healthcare sector is poised for an important shift.

The statutory minimum wage for individuals working shifts within your healthcare setting will increase from £14.10 to £15.74 per hour. In addition to this, National Insurance threshold for employers drops from £9,100 per annum to £5,000 as well as the rate of employer's National Insurance contributions increasing from 13.8% to 15%, effectively doubling this cost.

This adjustment is far more than just a change in monetary terms; it represents a foundational commitment to ensuring the provision of care is lawful, ethical, and of the highest quality.

Should you encounter an agency proposing rates below this, it serves as a clear warning sign of potential legal non-compliance. Not only will they be neglecting compliance and legalities but most importantly, they will be placing those in your care at risk.

Choosing Nurseplus means choosing an agency that doesn't just fill shifts but upholds the dignity and safety of everyone involved. With over 4,000 highly qualified temporary care staff across our branch network, we are ready to support you and your team in delivering the highest quality of care.

Did you know?

All of our charge rates are fully-inclusive of VAT, unlike some providers.





**Visit our website to find
your local Nurseplus branch**

 **nurseplusuk.com**

Better Together.

Head Office: Unit 2, Eurogate Business Park, Ashford, Kent TN24 8XW
T: 01233 510500 E: enquiries@nurseplusuk.com W: nurseplusuk.com