



## RM971 Non-medical non-clinical (NMNC) framework:

### Key benefits

Using the NMNC framework enables trusts to compliantly source non-clinical temporary staff but also has a range of other benefits:

#### NHS Improvement (NHSi)

- All NHS agency staff sourcing must be completed through approved framework agreements. NMNC is an **NHSi approved framework** for NHS trusts to compliantly source non-clinical temporary staff.

#### Rates and NHS Agenda for Change (AfC)

- NHSi has implemented a price cap on the amount of money that NHS trusts can pay per hour for agency staff. This is applied to the worker rate and the total charge rate.
- NMNC was tendered using the NHS AfC pay rates to determine a rate card whereby all suppliers tendered a fixed fee for each of the NHS pay bands. The only difference between the charge rates for any supplier is therefore the fee they charge.
- NMNC has a **straightforward rate card** showing charge rates for both PAYE and limited company temporary workers, including provision for **compliance with Agency Worker Regulations** (AWR) following 12 weeks of service.
- The AfC pay rates for workers with less than 12 weeks tenure are fixed for the duration of the tenure.
- The AfC pay rates for tenures over 12 weeks are adjusted to match the NHS AfC annual increases to comply with AWR regulations.
- **NMNC rates are 20% lower (on average) than the NHSI wage cap.**
- The **NMNC Pricing Tool** clearly demonstrates the pay and charge rates for all NMNC suppliers, which can be negotiated.

#### Compliance

- **Risk management:** focus on managing the risks associated with engaging temporary workers e.g. AWR and stakeholder pensions.
- **Compliance for NHS trusts:** NHSi price caps are the default pricing position under NMNC helping to ensure compliance with agency rules for NHS trusts and **HMRC IR35 regulations**.
- **Flexibility for NHS trusts:** an override mechanism allows NHS trusts to stay "on framework" if they need to go over the price cap to get the right staff to ensure patient safety.
- **Audits for NHS trusts:** to ensure compliance with **NHS Employers Employment Check Standards**.
- **Training Requirements:** training requirements under the NMNC agreement align to the the 'Skills for Health' framework.



### Call – off

- Award via direct call off or via further competition.
- The **NMNC Award Support Tool** provides a simple mechanism to input your requirement and secure access to suitable suppliers.

### Temp to Perm charges

- There are **no temp to perm charges**: if you comply with the transfer fee rules (supplier given notice for an 8 week extended hire period).

### Market Coverage

- NMNC can be used by wider public sector and government organisations to meet their temporary staff requirements.
- NMNC provides access to temporary staff at all levels, including board level roles.

### Sustainability and Transformation Partnerships (STPs)

- Framework management are engaged with STPs to understand planning strategy and how NMNC can provide the necessary support.

### G-Cloud

- NMNC is the best route for temporary workers, including IT and digital interims. NMNC provides pre-employment check assurances and capped/fixed supplier fees which are not covered under G-Cloud or DOS Frameworks.
- Suppliers are able to provide customers with quick access to potential interim staff CVs.

### Patient facing roles

- It is a framework requirement that suppliers provide workers that are suitably trained, have received relevant DBS checks and have been placed through a full health assessment prior to placement.

### Training

- Support from the Crown Commercial Service customer team and framework management team is available to access and use the framework.

### Management Information

- Management information is available on demand for all customers to detail reported spend and market analysis.

### Contact

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