

FOI REF: 21/500

5th October 2021

Tel: 0300 131 4500

Website: www.esht.nhs.uk

FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

I would like to know the following information relating to Recruitment and Retention Premia (RRP) (as described in the Agenda for Change Terms and Conditions) and its application to directly employed, qualified Estates staff.

1. **Which Agenda for Change pay bands apply to**
 - a. **Qualified Electrical and Mechanical trade staff (electricians, plumbers, etc)**

Band 4.
 - b. **Multi-skilled trade staff**

Band 4 - 5.
 - c. **Technicians**

Band 3 - 4.
 - d. **Building trade staff**

Band 4, 5 & 6.

2. **Is Recruitment and Retention Premia (RRP) paid to staff listed in 1 above, and if so what is the RRP rate paid.**

No.

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- 3. In the last two years what difficulties has the Trust experienced in recruiting or retaining staff listed in 1 above**

There has been some difficulties in recruiting against these posts to the numbers required.

- 4. Has RRP, if paid, been significant in attracting or retaining staff listed in 1 above**

Not Applicable.

- 5. If no RRP is payable, has this been detrimental in attracting or retaining staff listed in 1 above**

It is difficult to determine as to no RRP being detrimental. This will be reviewed by the Trust.

- 6. Does the Trust pay any other regular payments other than RRP to staff listed in 1 above**

No.

If I can be of any further assistance, please do not hesitate to contact me.

Should you be dissatisfied with the Trust's response to your request, please write to the Freedom of Information Department (esh-tr.foi@nhs.net), quoting the above reference.

Yours sincerely

Linda Thornhill (Mrs)
Corporate Governance Manager
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