

Freedom of Information Request

Ref: 21-513

6 October 2021

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

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

We don't have Multi Skilled Roles in the structure

c. Technicians

We have Technical Roles starting at Band 5, increasing to Band 6 – 7

d. Building trade staff

Band 4

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

RRP ranges from approximately £2190 to £3600 depending on the band

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

Most roles require advertising on more than one occasion, and we have had to engage with agencies to support the Trust in sourcing permanent staff where as we would normally try to avoid agency usage due to the additional onboarding costs.

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

RRP has been in place for some years (originally as part of the AfC national agreement), so not able to compare. However the trust still has challenges recruiting to roles.

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

1 above

N/A

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

No other payments are paid, apart from overtime and on-call in accordance with national terms and conditions, but these are not seen to be payments to attract staff

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Director of Corporate Governance
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust**