

Freedom of Information Request**Ref: UHB 17-598**

Date 3 November 2017

[REDACTED]

[REDACTED]

[REDACTED]

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

- 1. Has your Trust offered any Recruitment and Retention premia's (RRP) (or golden hellos) in addition to the basic salary package to BMS new starters since 1st April 2016? If Yes - Please can you detail below any Recruitment and Retention premia's (RRP) (or golden hellos) which you have given/paid since April 2016**
No.

- 2. Please provide a copy of your Trust's authorisation process/policy for application of RRP/Golden Hello for BMS**

Please find the Trust's policy for application of RRP/Golden Hello for BMS below:

2.8 Recruitment & Retention Premia

Recruitment and retention premia are additional payments for particular groups of posts, which are intended to recognise market forces. The provisions set out above regarding incremental credit are not intended to recognise market forces.

Under the provisions of the national handbook, recruitment and retention premia should not exceed 30% of basic salary and can be either long term or short term. Heads of Department must complete a Recruitment and Retention Premium Statement of Need form, available on the Terms Conditions page of HR Web, which must be returned to the Head of Reward, for consideration by the Trust's Pay Assurance Group.

There are two types of recruitment and retention premia, long term and short term:

- Long Term Recruitment and Retention Premium is pensionable and can be taken into account when calculating the level of unsocial hour payments, on-call payments, overtime and high cost area payments.
- Short Term Recruitment and Retention Premium is not pensionable and will be time-limited.

All local RRP arrangements are subject to annual review and may be withdrawn as appropriate.

- 3. Has your Trust paid any relocation expenses to any BMS since 1st April 2016? If yes, please provide as much detail as you can on what relocation expense you have paid?**
No
- 4. Have you moved any new starter moving directly from another NHS employer on the same band, further up the pay scale? If yes, please provide as much detail as you can on how much you have paid someone up the pay scale?**
No
- 5. Do you offer any automatic progression between band 5 and band 6? If yes, please provide the criteria for the automatic progression**
No
- 6. Do you offer any additional payment for shifts above the basic pay as per Agenda for Change terms and conditions? If yes, please provide as much detail as you can on how much each shift payment is.**
No
- 7. Do staff receive payments for covering extra shifts or overtime not set out in Agenda for Change? If yes, please provide as much detail as you can on how much is paid per extra shift worked as overtime**
No
- 8. Have you used locums/agency staff since 1st April 2016? If yes, please provide the total expenditure on locums and/or agency during the financial year 2016/17.**
No

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:

Trust Secretary
University Hospitals Bristol 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

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

Yours sincerely,

[Redacted signature]