

## FOI\_0502\_21/22 – FOI request concerning - Recruitment and Retention Premia (RRP)

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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 5
  - c. **Technicians**  
Band 5
  - d. **Building trade staff**  
Bands 3 & 4

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

Not currently but expecting to introduce for Bands 4 & 5 during 2022 to achieve countywide parity. Band 4 = £4260 / annum and Band 5 = £3653 / annum

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

Extreme difficulty in sourcing operatives at these levels and competencies.

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

N/A

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

N/A - As due to previous contracted out arrangements higher remuneration rates were applied by the commercial provider.

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

None other than rostered on-call availability payments.