

## **Request under Freedom of Information Act 2000**

Thank you for your request for information which we received on 21 September 2021.

I am pleased to confirm the following.

### **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 – N/A we do not have any multi-skilled staff roles in-house.**
- c. Technicians – Band 5**
- d. Building trade staff – Band 3 (Carpenters)**

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

RRP is paid to Band 3 Carpenters and Band 4 Electrician's and Fitters. The Fitter and Electrician Supervisors are band 5 and they also receive RRP. All RRP is £3277pa.

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

Not much difficulty in the last two years in recruiting as the team is quite established at this point – we have not had many vacancies come up for these posts – when we have we have used our succession planning to fill them with apprentices for example. When we are losing staff it is either to retirement or to higher paid roles locally – market rate of pay is still currently higher than our AFC + RRP.

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

Yes, when we have vacancies our RRP helps to recruit as the market rate of pay in Milton Keynes for similar jobs is much higher than the AFC rate of pay. It allows us to be slightly more competitive in the market, although we are still lower than most local jobs.

### **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**

Staff work on-call and receive regular payments for this on-call work.

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If you need any further assistance, please do not hesitate to contact us at the address above.

Yours sincerely,

Freedom of Information Co-ordinator  
For and on behalf of Milton Keynes Hospital NHS Foundation Trust

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