

Freedom of Information Request**Ref: UHB 17-485**

Date 24 August 2017

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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 Relocation and Retention premia's (RRP) in addition to the basic salary package to medical & dental new starters since 1st April 2016. If Yes - Please can you detail below any Relocation and Retention premia's (RRP) which you have given/paid since April 2016?**

I can confirm no RRP payments have been made by the Trust since 1st April 2016.

- 2. Please provide a copy of your trusts authorisation process/policy for application of RRP for medical & dental staff**

Please see statement below from the Trust's local handbook:

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All local RRP arrangements are subject to annual review and may be withdrawn as appropriate.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. Does your trust contract medical & dental staff on any local terms and conditions (non NHS terms & conditions)? If yes, please can you provide details of which medical & dental staff these local T&Cs apply to and details of the salary scales applied to these contracts?

Yes – Clinical Fellows are appointed on a local variation of the JDC 2016 contract, pay scales are as per the 2016 contract. Local variations apply in relation to the penalty fines and amount of study leave they are entitled to.

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,

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