

Under the Freedom Of Information, please could I request the following

1. Which departments in OUH Trust receive pay premium for recruitment
2. Confirmation of when the above pay premiums commenced.
3. Confirmation of the remuneration bonus received by staff for retention
4. Which policy is being applied in selecting how recruitment and retention

Staff Group	Start Date
Diagnostic Radiographers/Sonographers	Oct-15
Critical Care Nurses	Jun-16
Therapeutic Radiographers	2004
Medical Physicists	2004
Living Wage	Apr-16
Estates	2007 (re introduced 2013 after phasing out of original award)

Recruitment and Retention premiums are carefully controlled and reviewed whether there is an ongoing requirement for the premium.

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tion throughout the Trust.

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Details
A Recruitment and Retention Premia of 5% was approved for all Band 6 Radiographers, Band 6 Radiology Nurses and Band 7 Sonographers and implemented with effect from 1st October 2015. With effect from 1st June 2016, the Recruitment and Retention Premia for Band 7 Sonographers only was increased to 15%. With effect from 1st October 2016, the Recruitment and Retention Premia for Band 6 Radiographers and Radiology Nurses was increased to 10%. The appropriate adjustments to the incremental payments to a limited number of Band 7 Radiographers to sustain earnings above Band 6 rates were also made.
A Recruitment and Retention Premia of 10% was approved for those Band 5 Nurses that hold a post-graduate qualification and Band 6 & 7 Nurses who work in the Adult Critical Care teams at the JR, Churchill and Horton Hospitals. This was implemented with effect from 1 <sup>st</sup> June 2016. One of the aims of the premia was in part to support the AICU expansion business case, which requires a net increase of 6 WTE for every 17.5% paid on top of basic salary. Due to end April 2017.
Current arrangement are that Radiology Physics/Medical Physics receive a wte cash amount fixed at point of ESR migration. Those who have started post 2009 receive Retention enhancement initiative (5% paid retrospectively). Due to end April 2017.
Salaries uplifted by ad hoc allowance to ensure £8.25 minimum.
Annual Cash Amount £1,638 pa. Historical AFC payment re introduced

ewed regularly to determine their effectiveness in reducing staff turnover. These reviews will also determine