

Ref: FOI/GS/ID 4304

**Please reply to:**  
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Trust Management  
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Email: mtw-tr.foiadmin@nhs.net

3 January 2018

### **Freedom of Information Act 2000**

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Biomedical Scientists.

*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?*

*Yes to RRP only*

*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*

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

*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?*

*4. Have you moved any new starter moving directly from another NHS employer on the same band, further up the payscale?*

*Yes/No*

*If yes, please provide as much detail as you can on how much you have paid someone up the payscale?*

*5. Do you offer any automatic progression between band 5 and band 6?*

*Yes/No*

*If yes, please provide the criteria for the automatic progression*

*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*

*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*

*9. 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*

1. Yes to RRP only

Grade	Specialty	Details of RRP/Golden Hello Offered
6	BMS	RRP - £4,483 per annum (pro rata p/t staff) paid only to those participating in the 24/7 service.

2. Agreed RRP for all band 6 staff on 24/7 rota so no application process

3. Yes

Relocation expenses of up to £3,000 paid to one individual and another one has been offered this.

4. The Trust has estimated that it will cost more than the appropriate limit to consider this part of your request. The appropriate limit is specified in regulations and represents the estimated cost of one person spending 3½ working days in determining whether the Trust holds the information, locating, retrieving and extracting the information. Under Section 12 of the Freedom of Information Act 2000 the Trust is not obliged to comply with this part of your request and we will not be processing this part of your request further.5. Band 5 staff are appointed to band 6 posts as unable to recruit to band 6 positions. Upon successful completion of a specialist portfolio to ensure competency they are then paid band 6.

6. No

7. No

9. Yes

Unable to provide costs for B5/B6 only during the financial years – historic system provides limited data.