



Trust Headquarters
Nexus House
4 Gatwick Road
Crawley
West Sussex
RH10 9BG

Tel: 0300 123 0999
www.secamb.nhs.uk

Internal Ref: 250963
Email:

Dear ,

The trust acknowledges receipt of your Freedom of Information Act 2000 (FOIA) request, referenced above. Please ensure you quote this number in any future correspondence.

FOI Request

You asked us:

Under the Freedom of Information Act, I would like to request the following information:

- **A list of employed roles within your organisation which are currently paid a Recruitment and Retention Premia;**
- **The department in which that role works (e.g. Paramedic Emergency Service)**
- **The Agenda for Change pay band for each of the roles which are currently paid a Recruitment and Retention Premia;**
- **The number of posts within that role which currently receive the Recruitment and Retention Premia, alongside the breakdown of male and female staff in those roles;**
- **The date which the recruitment and retention premia were applied to each of those roles and;**
- **The value of the recruitment and retention premia applied to each of those roles, in terms of percentage of normal salary.**

Formal Response

The Trust confirms it holds the information you have requested.



- **A list of employed roles within your organisation which are currently paid a Recruitment and Retention Premia;**
- **The department in which that role works (e.g. Paramedic Emergency Service)**
- **The Agenda for Change pay band for each of the roles which are currently paid a Recruitment and Retention Premia;**
- **The number of posts within that role which currently receive the Recruitment and Retention Premia, alongside the breakdown of male and female staff in those roles;**
- **The date which the recruitment and retention premia were applied to each of those roles and;**
- **The value of the recruitment and retention premia applied to each of those roles, in terms of percentage of normal salary.**

Please see spreadsheet attached.

* Data blurring at less-than-5: The Trust can confirm that this information exists. However, where an output represents fewer than 5 individuals or incidents in the period requested, we have not provided exact figures. This practice is known as data blurring, which serves to mitigate against the risk of possible re-identification of individual data subjects via data recombination (sometimes referred to as jigsawing). This risk is assessed in accordance with the Information Commissioner's Office (ICO) *Anonymisation Code of Practice*, in relation to Section 40(2) of the FOIA 2000.

Next steps

Please note you will be able to source a lot of information which is made available on our website.

Should you be dissatisfied with our response then in the first instance please contact Richard Banks, Head of Corporate Governance, via the following email address: FOI@secamb.nhs.uk

You can ask us to review our original response. If you would like us to carry out an internal review, please let us know within 40 working days of you receiving our original response. This review will be conducted by an individual who was not directly involved in reviewing the original response, ordinarily, the Trust Data Protection Officer.

We will endeavour to complete this request within 20 working days.



Should you remain dissatisfied then you can contact the [Information Commissioner's Office](#) (ICO). Complaints to the ICO should be made within six weeks of receiving the outcome of an internal review. The easiest way to lodge a complaint is through their website: www.ico.org.uk/foicomplaints.

Alternatively, the ICO's postal address is:
Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

Yours sincerely,

**Freedom of Information Coordinator
South East Coast Ambulance Service NHS Foundation Trust**



Saving Lives,
Serving Our Communities

Chair: Michael Whitehouse CEO: Simon Weldon