

Re: Your request made under the Freedom of Information Act 2000

- 1) Can the Trust provide your time to hire information for the following staffing groups: **Unknown**
 - a) Nursing and Midwifery
 - b) Medical and Dental
 - c) Allied Healthcare Professionals
 - d) Administrative and Clerical
 - e) All staff groups (whole Trust)
- 2) Number of staff employed by the Trust
6,469
- 3) Percentage of Staff who obtained an internal promotion for the following financial years: **N/A**
 - a) 16/17
 - b) 17/18
 - c) 18/19
- 4) Retention rate for the following financial years (%)
 - a) 16/17 - **86.86%**
 - b) 17/18 - **85.82%**
 - c) 18/19 - **88.10%**
- 5) Percentage of staff leaving on the basis of lack of promotional opportunities and work-life balance for the following financial years
 - a) 16/17 - **5.17% (work-life balance) 0.10% (lack of promotional opportunities)**
 - b) 17/18 - **5.26% (work-life balance) 0.78% (lack of promotional opportunities)**
 - c) 18/19 - **4.07% (work-life balance, 0% for lack of promotional opportunities)**
- 6) Does your Trust offer recruitment and retention premiums? If yes, what is the premium rate and does it apply to all staffing groups or certain staffing groups?

We have a policy that governs the application of RRP and that requests are considered and have to demonstrate that post have been unfilled through recruitment campaigns, there is a local skills shortage or that there are higher market rates in terms of salary which means that we are unable to offer competitive salaries.