

THE NHS STAFF COUNCIL

WORKING IN PARTNERSHIP

REVIEW OF THE NATIONAL RECRUITMENT AND RETENTION PAYMENTS TO MAINTENANCE CRAFT WORKERS

On 9 July, the NHS Staff Council Executive discussed the findings of research commissioned from the University of Greenwich Business School (UGBS) to support the review of the national recruitment and retention payments for qualified maintenance craft workers working in the NHS.

The partners agreed to endorse UGBS 's main recommendation that:

“The national RRP should continue to be paid for qualified maintenance craft workers because nationally agreed rates are higher in the external private sector labour market than in the NHS and without the RRP pay levels would be uncompetitive”

On the basis of this research, the Staff Council Executive partners agreed that there is a continued justification on recruitment/ labour market grounds for the national Recruitment and Retention Payments (RRPs) to continue to be paid to qualified maintenance craft workers who are required to hold electrical, engineering, plumbing or mechanical qualifications.

It was agreed that the justification for these payments would be reviewed periodically.

No agreement was reached on whether there was sufficient evidence to extend these payments to building craft workers. This matter would be subject to further discussion.

Joint Secretaries
August 2007

