

Freedom of Information Request: 0680

University Hospitals Birmingham NHS Foundation Trust (UHB) completed a merger by acquisition of Heart of England NHS Foundation Trust (HEFT) on 1st April 2018. Due to historical differences in data collection/reporting across UHB and the former Heart of England NHS Foundation Trust this response has been provided by hospital site.

Queen Elizabeth Hospital Birmingham

- 1- Do you currently have in place any form of recruitment and retention premium or any other form of incentive for Cardiac Physiologists (or similar AHPs working within the Cardiology Department)?**

No.

- 2- Please confirm the headcount of your Cardiac Physiology Department, split by NHS Agenda for Change Pay Bands**

Apprentice: 1

Band 5: 1

Band 6: 11

Band 7: 20

Band 8A: 5

Band 8B: 1

- 3- Please can you confirm the professional reporting lines for Cardiac Physiologists within your organisation.**

Each service has a designated service lead who is responsible for audit, rotas etc. Operational issues raised are escalated through the Bands. Band 8's take responsibility for staffing and clinical issues.

The clinical leads report to an operational manager who in turn reports to the cardiology group manager.

- 4- Does your organisation have any other forms of recruitment and retention premiums or incentives for attracting other staff groups? This could include 'golden handshakes' or other salary uplifts/incentives?**

We offer a recruitment and retention premium as per the NHS Terms and Conditions of Service for a small number of jobs where it has been identified that there is either a

recruitment or retention issue. These are agreed with Trade Union representatives and are time limited.

Heartlands, Good Hope and Solihull Hospital

1- Do you currently have in place any for of recruitment and retention premium or any other form of incentive for Cardiac Physiologists (or similar AHPs working within the Cardiology Department)?

No.

2- Please confirm the headcount of your Cardiac Physiology Department, split by NHS Agenda for Change Pay Bands

AFC Grade	Headcount
Apprentice	3
Band 2	7
Band 3	9
Band 4	4
Band 5	2
Band 6	17
Band 7	23
Band 8a	1
Band 8b	2
Band 8c	1
Grand Total	72

3- Please can you confirm the professional reporting lines for Cardiac Physiologists within your organisation.

Each service has a designated service lead. Operational issues raised are escalated through the senior staff. Each site has a Physiology lead that reports to the Lead Cardiac Physiologist based at BHH.

The Lead Cardiac Physiologist reports to the Group Manager.

4- Does your organisation have any other forms of recruitment and retention premiums or incentives for attracting other staff groups? This could include 'golden handshakes' or other salary uplifts/incentives?

No.