

# Written Answers from the Department for Health and Social Care and

The Department of Health and Social Care has provided the following answer to your written parliamentary question (117392):

**Question:**

To ask the Secretary of State for Health and Social Care, whether he is taking steps to encourage NHS managers to use (a) promotions (b) increments and (c) flexibilities in pay scales to retain and motivate staff. (117392)

Tabled on: 06 January 2023

**Answer:**

**Will Quince:**

Retention within the National Health Service is a complex issue and decisions to leave are taken due to a multitude of factors, of which pay is only one. The NHS Retention Programme seeks to understand why staff leave, resulting in targeted interventions to support staff to stay whilst keeping them well. Locally, employers in the NHS have the option to use measures like pay increments and promotions to attract and retain staff.

The answer was submitted on 12 Jan 2023 at 11:11.