

Date: Wednesday, 21st December 2022
Our Ref: MB/CM FOI 5449

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Re: Freedom of Information Request FOI 5449

We are writing in response to your request submitted under the Freedom of Information Act, received in this office on 21st November 2022.

Your request was as follows:

1. Has your Trust ever had a "recycling policy" whereby the employer's pension contributions are paid to the employee as additional payment when they opt out of the NHS pension scheme? If so, please provide a copy of the latest policy.

Yes.

2. If the answer to question 1 was yes:

- a) Please confirm which date or dates the policy was/is operational.
- b) Who is the recycling policy available to and are there any criteria that need to be met?
- c) Does the recycling policy include members affected by Life Time Allowance?
- d) Does the recycling policy include members affected by Annual Allowance or Tapered Annual Allowance?
- e) What percentage of the employer's contribution was made available for salary, prior to deduction of employers National Insurance?

a) Current policy is 01/04/22 - 31/03/23; it is reviewed annually

b) Employees who can demonstrate that they are impacted by the pension tax thresholds

c) Yes

d) Yes

e) 14.3%

3. If the answer to question 1 was no and you have never had a recycling policy, please provide the following information:

- a. Has this ever been discussed by your remuneration committee, executive board or LNC?
- b. If it has been discussed, please provide a copy of the minutes or outcome of this discussion outlining why it was not implemented.

N/A

4. How many consultants (whole time equivalent) does your trust employ?

106.75 WTE



5. Does your Trust currently have vacant consultant posts, if so, what is the whole-time equivalent for these vacancies?

N/A

6. What was your Trust spend in 2019/20, 2020/21 and 2021/22 for agency, locum and outsourced work that would be otherwise have been conducted by consultant staff?

£0, the WCFT do not use external agency or locum consultants.

7. As of 1st April 2022, how many consultant staff are deferred (opted out) members of the NHS pension scheme?

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8. If you have a recycling policy, how many consultants have applied and been successful in receiving the payment of the employer's pension contributions as an additional payment.

How many consultants have applied and been unsuccessful?

1 consultant has been successful in applying for and receiving payment of the employers pension contributions. No consultants have been unsuccessful in an application.

Please see our response above in [blue](#).

Re-Use of Public Sector Information

All information supplied by the Trust in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2005, Statutory Instrument 2005 No. 1515 which came into effect on 1st July 2005.

Under the terms of the Regulations, the Trust will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however the Trust reserves the right, in certain circumstances, to charge a fee for the re-use of some information which it deems to be of commercial value.

Further information can be found at www.opsi.gov.uk where a sample license terms and fees can be found with guidance on copyright and publishing notes and a Guide to Best Practice and regulated advice and case studies, at www.opsi.gov.uk/advice/psi-regulations/index.htm

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to the Freedom of Information Office at the address above.

Please remember to quote the reference number, FOI 5449 in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioners Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

Mike Burns

Mr. Mike Burns, Executive Lead for Freedom of Information