



Ref: FOIA Reference 2022/23-388

Date: 23rd January 2023

Email foi@uhn.nhs.uk

Dear all

I am writing to acknowledge receipt of your email dated 13th October 2022 requesting information under the Freedom of Information Act (2000) regarding pensions.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 Has you 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.

A1 Yes- see document on Restructuring attached

Q2 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?**

A2 Not applicable

Q3 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.**

A3 See attached

Q4 How many consultants (whole time equivalent) does your Trust employ?

A4 522.23 FTE

Q5 Does your Trust currently have vacant consultant posts, if so, what is the whole-time equivalent for these vacancies?

A5 78.88 FTE

Q6 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?

A6 See below:

Acc Desc	FY £ 2019/20
B - CONSULTANT	£3,003,165.13
A - CONSULTANT	£7,780,346.21
Acc Desc	FY £ 2020/21
B - CONSULTANT	£4,382,975.07
A - CONSULTANT	£6,837,491.26
Acc Desc	FY £ 2021/22
B - CONSULTANT	£4,015,690.94
A - CONSULTANT	£7,005,664.94

Q7 As of 1st April 2022, how many consultant staff are deferred (opted out) members of the NHS pension scheme?

A7 52

Q8 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?

A8 Detail only held on list of applications. *The below number includes leavers

90

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Leah Carlisle
Head of Data, Security & Protection/ Data Protection Officer