

FOI_0959_2022-23 – FOI Request Concerning – Pension Recycling

It was communicated at JLNC yesterday that the Trust has confirmed support of offering pension recycling as part of a suite of alternative options and this will be created in to a Pensions Alternative Policy early in 2023

We are keen to understand how many NHS Trusts are currently offering recycling of employer pension contributions, and would like to make a request for the following information from your Trust under Section 1 of the Freedom of Information Act 2000:

**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.**

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?**

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.**

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

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

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?



- 7. As of 1st April 2022, how many consultant staff are deferred (opted out) members of the NHS pension scheme?**
- 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.**
- 9. How many consultants have applied and been unsuccessful?**