



Ref: FOIA Reference 2023/24-630

Date: 23rd February 2024

Email foi@uhn.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 18th December 2023 requesting information under the Freedom of Information Act (2000) and regarding pension recycling

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 Please could you provide information relating to the following questions.

Pension recycling

1. Does the trust offer pension recycling (ie their employer contribution is given as salary) to a) medical staff and b) agenda for change staff, as of 1st December 2023?* If the answer to b) is yes, please could you list the bands of staff this is offered to?

A1 Application is open to all employees who are employed by the UHNM NHS Trust; have an annual threshold taxable income (taxable income excluding the value of pension contributions) on or over £110,000; and for whom the Trust pays an employer contribution into the NHS Pension Schemes.- see attached guidelines

Q2 The number of medical staff that receive pension recycling (ie their employer contribution is given as salary), as of 1st December 2023*. Please break this down for each medical staff group.

A2 See below: We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information*. However as the Trust is committed to openness and transparency we can band the numbers as being <5
This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.

T&C	GRADE	NO
M&D	YM72 Consultant (post 31 Oct)	<5

M&D	YM55 Consultant (pre 31 Oct) - 5yrs Snr	<5
-----	--	----

Q3 The number of AfC staff receiving pension recycling (ie their employer contribution is given as salary), as of 1st December 2023*. Please break this down for each banding.

A3 See below: We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information*. However as the Trust is committed to openness and transparency we can band the numbers as being <5
This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.

T&C	GRADE	NO
AfC	B9	<5

Q4 Employer pension contribution funding

4. Please could you provide the amount of central funding received for employer pension contributions in the previous four financial years (IE from 19-20 inclusive) and 2023-24. (Please provide the full year figure or full-year forecast for 2023-24 if this is available. If this is not available, please provide the year to date figure and say what month this relates to).
5. Please could you provide the amount paid out to staff in a) employer pension contributions and b) through any ?pension recycling schemes? (please break this down into admin costs for the pension recycling scheme and the amount paid to employees) and c) any remainder retained by the trust (please say what this was used for).
6. In relation to part 5, please provide this data for 2023-24 and the previous four financial years (IE from 19-20 inclusive).

*If data from this date is not available, please provide the most recent information the trust holds, and please make clear what date the information relates to.

I have included a table below to illustrate the information being requested in parts 4,5 and 6. Please could you provide that information in the format below.

	19-20	20-21	21-22	22-23	23-24
Central funding for employer contributions					
<i>of which:</i>					
Paid in employer pension contributions					

Paid through pension recycling (please separate out admin costs below)					
Of which: Administrative costs for pensions recycling					
Retained by Trust (please state what for)					

A4 See attached: **note:** the request states central funding rather than local we believe you're referring to the additional 6.3% pension costs we've had to account for over the last few years. we have looked at the finance journals we have posted over the last few years (going back to 2019/20 as the FOI requests) and included the income value we have entered into the finance positions on the final month of the financial years.

If you are trying to determine the local or total funding for pension costs we confirm that this is not possible for us to extract as this will be part of the block income payment that UHNM receives and cannot be identified/split out.

The question also asks for the current financial years forecast cost or year-to-date costs; this is not obtainable as it is not included within the Trust forecast nor is it accounted for in M01-11. It is a transaction which is only transacted in the final month of the financial year so we cannot report this number until year-end.

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

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

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.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records