



Our ref: **FOI 23-625**

Friday, 01 March 2024

Your request

You requested the following:

Please supply answers to the following questions relating to staff taking retirement and accessing their pension, and continuing to work for your organisation in some capacity by completing the following tables, where **Total hours** is the total number of hours worked (across any number of normal / bank contracts, or separate assignment numbers)

To clarify – I am looking for all staff who have submitted their AW8 (even if retirement is in the future) between 1st December 2022 to date.

1. All Retire and Return Staff

i.e. staff who are re-employed following retirement

Numbers of staff choosing to Retire & Return		Total Hours** After taking Retire & Return			
		1.0 WTE (37.5 h)	0.6 to < 1.0 WTE (22.5 h – 37 h)	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)	0.4 WTE or less (≤ 15 h)
Before taking Retire & Return (Total Hours**)	1.0 WTE (37.5 h)				
	0.6 to < 1.0 WTE (22.5 h – 37 h)				
	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)				
	0.4 WTE or less (≤ 15 h)				

****Total hours** is the total number of hours worked for any member of staff (across any number of normal / bank contracts, or separate assignment numbers)

2. Partial Retirement Staff

i.e. staff who chose to take part, or all, of their pension benefits and continue in NHS employment.

Numbers of staff choosing to	Total Hours** After taking Partial Retirement
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Partial Retirement		1.0 WTE (37.5 h)	0.6 to < 1.0 WTE (22.5 h – 37 h)	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)	0.4 WTE or less (<= 15 h)
Before taking Partial Retirement (Total Hours**)	1.0 WTE (37.5 h)				
	0.6 to < 1.0 WTE (22.5 h – 37 h)				
	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)				
	0.4 WTE or less (<= 15 h)				

3. Partial Retirement Staff – particular category

Staff who have reduced pensionable pay by 10% or more, but who have **not** reduced total hours worked (across any number of normal / bank contracts, or separate assignment numbers)

Numbers of staff choosing to Partial Retirement without reducing total hours (across any number of normal / bank contracts, or separate assignment numbers)	Partial Retirement 10% pensionable salary reduction achieved by				
	Reduction in level of responsibility or Stepping down to lower paid role	Second ESR Assignment number (payroll record) (non-pensionable)	Bank contract (non-pensionable) with annual leave accrual	Bank contract (non-pensionable) with <u>no</u> annual leave accrual	Temporary change to terms and conditions e.g. assigning some element of pay to be ad-hoc / temporary (non-pensionable)

Our response

I can confirm that the Health Board has completed a search of its records and has established that it does hold information in relation to your request, as set out below.

The information provided in this request is for staff who have returned to work after retirement between 1 December 2022 to 31 January 2024, with the exception of information related to partial retirement. Partial retirement has been available to staff since 1 October 2023, therefore information has been provided from that date to 31 January 2024.

These figures below do not include the number of hours worked on bank shifts, as the Health Board does not hold this information centrally. To determine this, we would have to review each individual shift record. Therefore, to comply with your request, we have established that this would exceed the appropriate costs limit under Section 12 of the Freedom of Information Act 2000 which is currently £450. This is not an exemption which requires us to consider the application of the public interest test. We have calculated that it would take more than 18 hours to review the record of each employee.

1. Our response to question 1 is provided below.

Numbers of staff choosing to Retire & Return	Before taking	After taking

	Retire & Return	Retire & Return
1.0 WTE (37.5 h)	91	11
0.6 to < 1.0 WTE (22.5 h – 37 h)	51	50
> 0.4 to < 0.6 WTE (> 15 to < 22.5h)	15	85
0.4 WTE or less (<= 15 h)	0	11

2. Our response to question 2 is provided below.

Numbers of staff choosing to Partial Retirement		Total Hours After taking Partial Retirement			
		1.0 WTE (37.5 h)	0.6 to < 1.0 WTE (22.5 h – 37 h)	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)	0.4 WTE or less (<= 15 h)
Before taking Partial Retirement (Total Hours**)	1.0 WTE (37.5 h)	0	17	0	0
	0.6 to < 1.0 WTE (22.5 h – 37 h)	0	12	0	1
	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)	0	0	0	0
	0.4 WTE or less (<= 15 h)	0	0	0	0

3. Our response to question 3 is provided below.

Numbers of staff choosing to Partial Retirement without reducing total hours (across any number of normal / bank contracts, or separate assignment numbers)	Partial Retirement 10% pensionable salary reduction achieved by				
	Reduction in level of responsibility or Stepping down to lower paid role	Second ESR Assignment number (payroll record) (non-pensionable)	Bank contract (non-pensionable) with annual leave accrual	Bank contract (non-pensionable) with <u>no</u> annual leave accrual	Temporary change to terms and conditions e.g. assigning some element of pay to be ad-hoc / temporary (non-pensionable)
	0	0	0	0	0

