

**Freedom of Information Request**

**Ref: 23-953**

4 January 2024

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

**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?**

Medical Staff – Yes

Agenda for Change Staff – Yes, it is not band specific

**2. 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.**

Consultants - Nine

**3. 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.**

Zero

**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).**

The Trust does not receive any funding specifically for 'Employer's Pension Contributions'. The Trust is paid by commissioners with the expectation that it will undertake a certain level of clinical activity, but it is up to the Trust what the money is spent on and it is not ring-fenced for Pensions.

**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).

Please see the table below – the scheme commenced in 2022/2023

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.

Please get in touch if there are any areas of the above that you would like to clarify.

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.

Please see the table below.

	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Central funding for employer contributions</b>	Not applicable				
<i>of which:</i>					
<b>Paid in employer pension contributions</b>	Not applicable				
<b>Paid through pension recycling (please separate out admin costs below)</b>	Not applicable	Not applicable	Not applicable	£86,388.19	£315,966.11
<i>Of which: Administrative costs for pensions recycling</i>	Not applicable				
<b>Retained by trust (please state what for)</b>	Not applicable				

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, 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:

Data Protection Officer  
University Hospitals Bristol and Weston NHS Foundation Trust  
Trust Headquarters  
Marlborough Street  
Bristol  
BS1 3NU

Please remember to quote the reference number above 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 Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

#### Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**Freedom of Information Team**  
**University Hospitals Bristol and Weston NHS Foundation Trust**