

Freedom of Information Act 2000 – Request Reference FoI/23/620
Retirement Staff

Request:
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.

Response:
Please find below the data requested from the period 1 December 2022 to 30 November 2023.

It has not been possible to include the number of hours worked on bank shifts as this would exceed the appropriate limit set out in section 12 of the Freedom of Information Act 2000 and the Fees Regulations, i.e. 18 hours. A column to identify employees who are employed on a bank-only basis has been added.

1. All Retire and Return Staff

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

Numbers of staff choosing to Retire & Return		Total Contracted 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)	Bank
Before taking Retire & Return (Total Hours**)	1.0 WTE (37.5 h)	31	44	21	0	12
	0.6 to < 1.0 WTE (22.5 h – 37 h)	1	27	20	2	16
	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)	0	0	8	2	6
	0.4 WTE or less (≤ 15 h)	0	2	2	0	1

****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 Partial Retirement		Total Contracted 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)	Bank
Before taking Partial Retirement (Total Hours**)	1.0 WTE (37.5 h)	0	5	0	0	0
	0.6 to < 1.0 WTE (22.5 h – 37 h)	0	0	0	0	0
	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)	0	0	0	1	0
	0.4 WTE or less (<= 15 h)	0	0	0	0	0

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)
	0	0	0	0	0