

Our reference: /FOI D9359

23rd September 2019

Joebloggs@email

Joe Bloggs

Dear Joe,

Information Governance
Department
Freedom of Information Team
Bury New Road
Prestwich
Manchester
M25 3BL

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RE: FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST - REF: D9359

Please find our Trust's response in relation to your request for information under the Freedom of Information Act.

I am writing to request information relating to the pension tax relief issue that is currently impacting a significant number of NHS employees across the country. I would be grateful if you could respond to the following questions. Please advise if you need any clarification and I would be happy to provide this.

1. Whether your organisation has a policy of offering payment equivalent to the employer pension fund contributions to employees who opt out of the scheme?

No.

And if so:

a) when was this policy adopted?

b) is this option offered to all employees by default, or is it considered on a case by case basis following requests?

c) how many employees have taken advantage of this policy since its adoption?

d) what was the total value of payments made until the end of July 2019?

N/A.

2. Whether your organisation has made an assessment of the number of employees who are likely breach the annual allowance? If so, what assessment was made?

The Trust has not made a formal detailed assessment of the number of employees who are likely to breach the annual allowance as this would depend upon an individual's personal circumstances and is consequently a matter which is confidential to individual employees.

The Trust is committed to safeguarding children, young people and vulnerable adults and requires all staff and volunteers to share this commitment.

Greater Manchester Mental Health NHS Foundation Trust, The Curve, Bury New Road, Prestwich, Manchester M25 3BL Tel: 0161 773 9121.



The Trust have however assessed that employees on or above a particular pay banding could potentially be affected and have made all these employees aware of the rules around and impact of annual allowance.

3. How many employees have left employment as a result of pension taxation issues?

The Trust leavers form does not record this as a reason for leaving. Taxation issues have not been referenced as a reason for leaving by employees through exit interviews and questionnaire.

4. How many employees have applied to reduce their working hours as a result of pension taxation issues? And how many such applications were successful?

The Trust does not record the reason for reducing hours.

5. Whether an internal briefing or assessment on the impact of changes to pension taxation has been provided? If so, could a copy of that document be provided?

The Trust engaged professional tax advisers to deliver seminars/briefings. These were open to all staff who could potentially be affected.

I hope the information provided above is to your satisfaction. If you are unhappy with the way, the Trust has handled your request you may request an internal review.

If you require an internal review please write to Sarah McDonald, Head of IM&T Service Delivery, at the address above, who will arrange a review of your case.

If you are not happy with the outcome of the internal review you have the right to apply directly to the Information Commissioner: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

The FOI Team
Freedom of Information Department
Greater Manchester MH NHS Foundation Trust

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For any named personnel provided in this Freedom of Information response, they do not wish to receive direct marketing, to do so would contravene GDPR and the Data Protection Act 2018.

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