



Ymddiriedolaeth GIG
Prifysgol Felindre
Velindre University
NHS Trust



Gwasanaeth Gwaed Cymru
Welsh Blood Service

Pencadlys Ymddiriedolaeth GIG Prifysgol Felindre
Velindre University NHS Trust Headquarters
2 Cwrt Charnwood
Heol Billingsley
Parc Nantgarw
Caerdydd/Cardiff
CF15 7QZ



Canolfan Ganser Felindre
Velindre Cancer Centre

Ffôn/Phone : (029) 20196161
<https://velindre.nhs.wales>

Date: 11th December 2023
Ref: CORP 2023 - 193

Dear xxxxxxxx

Freedom of Information request: Staff taking retirement and continuing to work for the Organisation (CORP 2023 – 193)

Thank you for your request for information which the Trust received on 27th November 2023.

Your 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)*

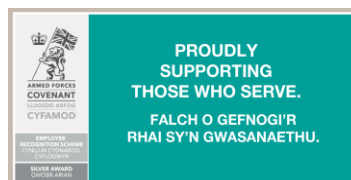
To clarify - I am looking for all staff who have submitted their AW8 (even if retirement is in the future) between 1st December 2022 to date.

1. All Retire and Return Staff

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

Numbers of staff choosing to Retire & Return		Total Hours** <i>After</i> 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)				

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Velindre University NHS Trust is happy to receive communication in Welsh or English.





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	0.4 WTE or less (≤ 15 h)				
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****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

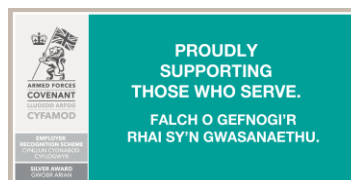
i.e. staff who chose to take part, or all, of their pension benefits and continue in NHS employment.

Numbers of staff choosing to Partial Retirement		Total 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)				
	0.6 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)

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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				
	<i>Reduction in level of responsibility or Stepping down to lower paid role</i>	<i>Second ESR Assignment number (payroll record) (non-pensionable)</i>	<i>Bank contract (non-pensionable) with annual leave accrual</i>	<i>Bank contract (non-pensionable) with <u>no</u> annual leave accrual</i>	<i>Temporary change to terms and conditions e.g. assigning some element of pay to be ad-hoc /temporary (non-pensionable)</i>

Please find the Trust's response below:

In relation to **questions 1 and 2**, due to the low numbers, the Trust has applied an exemption under Section 40(2) (personal data) of the Freedom of Information Act 2000. This is because the Trust believes there is a potential risk of individuals being able to be identified if the figures were disclosed.

We can confirm that 11 people have exercised the option to “retire and return” since December 2022.

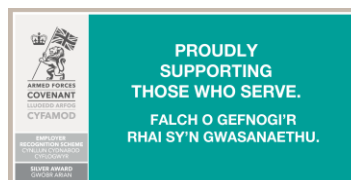
3. Partial Retirement Staff – particular category

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)

The Trust has 0 members of staff in this category.

I trust this answers your request for information, however, should you not be satisfied with the information supplied or the process of supplying it, you have a right to complain and request a review. Please note that you must submit a request for a review within 40 days of the date of this letter.

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You should forward your complaint to:-

Mr Ian Bevan via FOI.VUNHST@wales.nhs.uk
Head of Information Governance
Velindre University NHS Trust
2, Charnwood Court
Heol Billingsley
Parc Nantgarw
Cardiff / Caerdydd
CF15 7QZ
Tel / Ffon - 029 20196161

Should you wish to take your complaint further, if you are still unhappy with the decision after review, you can contact the:-

Information Commissioner's Office - Wales
2nd Floor,
Churchill House,
Churchill Way,
Cardiff,
CF10 2HH
Telephone: 0330 414 6421
email: wales@ico.org.uk

Yours sincerely,

Lauren Fear
Director of Corporate Governance and Chief of Staff
Velindre University NHS Trust
2 Charnwood Court
Heol Billingsley
Parc Nantgarw
Cardiff
CF15 7QZ

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