

Freedom of Information Request

Reference Number: [EPUT.FOI.19.1092](#)
Date Received: [Legal Team](#)

Information Requested:

As a result of HMRC's changes to the pensions Lifetime Allowance ('the LTA') and Annual Allowance ('the AA') many of our members have left the NHS Pensions Scheme. This results in NHS Trusts saving the employer pension contributions which they would have paid into our members' pensions had they not left the scheme. We have been made aware of some Trusts have enable such scheme leavers to receive payment of the monies which their Trust would have paid into their pension in the form of employer pension contributions as an ad hoc arrangement outside of any Trust policy. The following requests for information relate to your trust's use of monies saved from unpaid employer pension contributions in the way described above.

- In the past five years, has your Trust offered an employee the option of retaining the employers pension contribution as an unrestricted additional payment after they have left the NHS Pension scheme(s)?

[In the past five years, the Trust has not offered an employee the option of retaining the employers pension contribution as an unrestricted additional payment after they have left the NHS Pension Scheme. However, the Trust does operate a scheme for employees who choose to leave the NHS Pension Scheme having reached the life time allowance where those individuals are eligible to receive up to 7.5% of their annual basic salary in instalments and some additional paid annual leave subject to various conditions. The trust recognises that those who have reached the life time allowance may leave the organisation. The trust has therefore developed a retention scheme. This scheme allows a total payment of 7.5% per annum. This is paid in two instalments in arrears. The payment is made only if the individual remains with the organisation for the previous 6 months.](#)
 - If "yes" to the above, were those offers made on the basis of a Trust agreed policy or on the basis of a personal arrangement?

[The Trust operates a scheme open to those set out above which is set out in writing. Under this scheme any eligible individual has to agree in writing to abide by the terms of it in order to participate in it.](#)
 - How many employees of the Trust, having left the NHS Pension scheme(s) have been paid the employers pension contributions as an unrestricted additional payment?**

[5](#)
 - What staff groups were/are those employees from?**

[The Staff group is Management](#)
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Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk/publication-category/financial-statements-budgets-and-variance-reports/>