

You asked:

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?

At present there is no policy in place.

And if so:

a) when was this policy adopted?

N/A.

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

N/A.

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

N/A.

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

Not applicable

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?

No, although we recognise that this is an important issue and we have been working with other Health Board and Trusts in Wales to gain an understanding of the broader impact which the annual allowance is having on senior medical staff.

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

We do not hold this information.

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?

As in the answer to question 2, whilst we do not know the complete impact of the annual allowance on the decisions which senior clinicians have made, we are aware of situations where requests to undertake additional activity has been turned down due to doctors seeking to manage their own earnings levels as a consequence of the annual allowance.

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?

We have used the NHS Employers materials to advise on the pensions taxation issues.