

Freedom of Information Request: Our Reference CTMUHB_537_23

You asked:

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

We have changed the tables below making it easier to read: by headcount so for example there were 101 staff who worked 37.5 hours before retiring and there were 27 who worked 37.5 hours after retiring.

Numbers of staff choosing to Retire & Return	1.0 WTE (37.5 h)	0.6 to < 1.0 WTE (22.5 -37 h)	>0.4 to < 0.6 WTE (>15 - < 22.5 h)	0.4 WTE or less (<15 h)
Before taking Retire & Return	101	44	7	1
After taking Retire & Return	27	65	34	16

The below table is in hours.

Numbers of staff choosing to Retire & Return	1.0 WTE (37.5 h)	0.6 to < 1.0 WTE (22.5 -37 h)	>0.4 to < 0.6 WTE (>15 - < 22.5 h)	0.4 WTE or less (<15 h)
Total Hours** Before taking Retire & Return	3,787.50	1,232.77	132.25	15.00
Total Hours** After taking Retire & Return	1,012.50	1,704.75	608.25	221.50

Croeso i chi gyfathrebu â'r bwrdd iechyd yn y Gymraeg neu'r Saesneg. Byddwn yn ymateb yn yr un iaith a ni fydd hyn yn arwain at oedi.

You are welcome to correspond with the health board in Welsh or English. We will respond accordingly and this will not delay the response.

Cyfeiriad Dychwelyd / Return Address:

Bwrdd Iechyd Prifysgol Cwm Taf Morgannwg, Pencadlys, Parc Navigation, Abercynon, CF45 4SN
Cwm Taf Morgannwg University Health Board, Headquarters, Navigation Park, Abercynon, CF45 4SN

Cadeirydd/Chair: Mr Jonathan Morgan

Prif Weithredydd/ Chief Executive: Mr Paul Mears

Bwrdd Iechyd Prifysgol Cwm Taf Morgannwg yw enw gweithredol Bwrdd Iechyd Lleol Prifysgol Cwm Taf Morgannwg
ICwm Taf Morgannwg University Health Board is the operational name of the Cwm Taf Morgannwg University Local Health Board

Please note that Bank Staff would show has 0 WTE on our Electronic Staff Record.

****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.

Please note the below information has been provided by our payroll provider [NHS Wales Shared Services Partnership \(NWSSP\)](#). Therefore, if you have any queries with this element of your request please contact NWSSP directly. They can be contacted at the following address: shared.services@wales.nhs.uk

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	11	0	0
	0.6 to < 1.0 WTE (22.5 h – 37 h)	0	3	2	0
	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)	0	0	1	0
	0.4 WTE or less (<= 15 h)	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

Please note, data is up to 6/12/2023 only – there is no data held for future dates in respect of employees retiring and returning/partial retirement.