

National Health Service Superannuation Scheme (Scotland)

Addressees as listed below

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Our ref: NHS/01/36

2nd May 2014

Consultation on the NHS Superannuation Scheme (Scotland) Amendment) Regulations (Increase in pay bands following pay uplift)

I attach for your consideration and comment, a copy of the draft regulations which will amend the National Health Service (Scotland) Superannuation Regulations 2011 (the 1995 section) and the National Health Service (Scotland) (2008 Section) Superannuation Regulations 2008

Summary of the Changes

Employee Contribution tables contained within the regulations have been updated to reflect the NHS pay award effective from 1 April 2014. Revised tables are inserted in the regulations which will be applicable to officer members changing employment within the scheme year or new starters. The revised tables will also be applicable to practitioners and non GP partners whose contributions are based on current year income. The tables insert new pay/earnings bands only and do not increase the percentage of contributions payable. Further details are contained in the attached annex.

Consultation

To simplify the process you can respond to this consultation online via the following link: -

http://www.sppa.gov.uk/index.php?option=com_wrapper&view=wrapper&Itemid=1500

Alternatively you may complete the Consultation Response Form provided at **Appendix B** which can be submitted electronically to Sharon.liptrott@scotland.gsi.gov.uk or by post to me at the following address:

SPPA Policy Branch
7 Tweedside Park
Tweedbank
Galashiels
TD1 3TE

A copy of the consultation documentation and online response form is also available on the Agency's website at www.sppa.gov.uk.

Responses are requested no later than the closing date of Tuesday 13 May 2014.

We intend to publish a summary of consultation responses in due course and would like to be able to include any response you make in that summary. However, if you ask us not to publish your response to this consultation we will regard it as confidential, and we will treat it accordingly.

Respondents should also be aware that the SPPA is subject to the provisions of the Freedom of Information (Scotland) Act 2002 and will have to respond appropriately to any relevant request made to the Agency under that Act for information concerning this consultation exercise.

Yours faithfully

Sharon Liptrott (Mrs)
NHS Policy Manager

Addressees

HR Directors NHS Boards
Finance Directors and Payroll managers
Scottish NHS Pensions Group (SPG)
SPPA Technical Working Group
NHS Trade Unions and Professional Organisations
Scottish General Practitioners Committee
Institute of Health Service Management
Scottish Practice Nurse Association
Women's National Committee
SGHD Directorate of Primary Care
SGHD Health Workforce Directorate
SGLD Finance
NHS Retirement Fellowship
Home Office, Police and Firemen's Pension Schemes
Department of Health E&W
Department of Health and Social Services, Northern Ireland
NHS BSA Pensions Division
Department for Children, Schools and Family
Cabinet Office
Department for Communities and Local Government
DWP
GAD (for information)
HM Treasury
SGLD
SPPA (Senior Managers, Policy and Technical Team)



Explanation of Amending Regulations

Changes to the pay/earnings bands for the 2014/15 scheme year

1. Member contribution rates in the NHS Superannuation Scheme are determined by reference to pensionable pay/earnings in a scheme year. Officer member contributions are generally based on the previous years earnings however if they change job in year or are new into the scheme their contribution is based on estimated whole time whole year earnings in their current employment. Practitioners and non GP providers contributions are based on their aggregated income from all sources in the current year.
2. In order to reflect the recent pay award which applies for the scheme year 1 April 2014 to 31 March 2015 for all members, the relevant regulations are updated to include updated tables for officer members who change employment, new starters etc and updated tables for Practitioner and non-GP Provider members.
3. The pay bands in the revised table reflect the Scottish Agenda for Change Pay Award and the increase in pay spine points to which they relate.
4. The proposed amendments to regulations will come into force from June 2014 and have retrospective effect to 1 April 2014. The amendments are wholly beneficial in that they increase the threshold of pensionable pay/earnings required to determine the level of member contributions payable. The changes will insert new pay/earnings thresholds only; there is no increase in the percentage of contributions payable and no change to the way the tables are used.
5. SPPA circular [2014/02](#) gives more detailed information on how the tables are applied and this will be updated shortly to reflect these changes.

CONSULTATION RESPONSE FORM: Consultation on NHS Superannuation Scheme Amendment (No.3) Regulations 2014.

1. Name/Organisation

Organisation Name

Title

Surname

Forename

2. Postal Address

Postcode

Phone

Email

3. Permissions - I am responding as... (please complete either sections (a), (b) and (d) **or** sections (c) and (d):

Individual

or

Group/Organisation

(a) Do you agree to your response being made available to the public (in Scottish Government library and/or on the Scottish Government web site)?

Please state yes or no: __

(b) Where confidentiality is not requested, we will make your responses available to the public on the following basis

Please state yes to one of the following:

Yes, make my response, name and address all available

or

Yes, make my response available, but not my name and address

or

Yes, make my response and name available, but not my address

(c) The name and address of your organisation **will be** made available to the public (in the Scottish Government library and/or on the Scottish Government web site).

Are you content for your **response** to be made available?

Please state yes or no:



(d) We will share your response internally with other Scottish Government policy teams who may be addressing the issues you discuss. They may wish to contact you again in the future, but we require your permission to do so. Are you content for Scottish Government to contact you again in relation to this consultation exercise?
Please state yes or no:

ABOUT YOU

I am responding ...

- as a scheme member
- on behalf of an Employer Organisation
- on behalf of a Trade Union/Staff Association
- other (please specify)

What is your gender?

- I am female
- I am male

I am employed as...

- an administrator
- a dentist
- a doctor
- a general Practitioner
- a junior doctor
- a manager
- a nurse
- I'm retired
- other (please specify)

What is your working pattern?

- I work part-time

I work full- time
Not applicable

Please provide your comments in the space below:

Please post your response to:

Mrs Sharon Liptrott
NHS Pension Scheme (Scotland)
SPPA Policy
7 Tweedside Park
Tweedbank
Galashiels
TD1 3TE

The closing date for this consultation is Tuesday 13 May 2014.