

NHS Pension Scheme

2022/10

Who should read: NHS HR and Payroll Managers, GP Practice Managers, Direction Bodies, Practitioner Service Division (PSD), Dental Payments, Trade Unions

Action: Read and circulate to all interested parties

Subject: Update about the Practitioner Contributions Remediation Project

Date: 27 October 2022

The purpose of this circular is to:

- provide an update on progress with the Practitioner Contributions Remediation Project further to our [Circular of 25 March 2022](#)
- indicate the intention of the SPPA to engage with all Health Board employers as part of the rectification process

The SPPA carried out a reconciliation exercise in April 2020 which identified that a number of NHS Practitioner members have either under or over contributed to the NHS pension schemes. The SPPA has launched a project to understand the causes of this issue and remediate the problem.

Pilot underway

As part of the project, the SPPA is currently engaging with Practitioner Services as well as Glasgow, Lanarkshire and Lothian Health Boards to analyse data and inform the rectification process. This pilot exercise is due to be completed by the end of November and will enable the SPPA to analyse the root causes, how these can be prevented in the future and remediate the problem with those members who are affected.

Your help is needed

The remediation approach will be undertaken in partnership with NHS employer partners. As this is a contributions issue, the SPPA is calling on NHS employer partners to engage with them in implementing a solution at source so that this can be prevented from happening in the future. This is likely to involve a review of administration process, clearer presentation of the pension regulations affecting practitioners and improved joint working going forward.

The SPPA requires accurate and timely information to be received from NHS employer partners to ensure that members' pensions are calculated correctly. Opportunities to find

out more and engage with the SPPA will be promoted once the analysis has been completed and a proposal has been prepared.

Project timeline

This is a complex piece of work involving practitioner members in every Health Board and the SPPA is keen to work alongside employers to review and implement operational changes, including policy directives, in a controlled manner. We are working as quickly as we can to reach conclusions via the pilot taking place this year and anticipate preparations for the remediation getting underway in 2023.

In the meantime, please ensure your members' contributions are correctly administered in 2022-23 by using the right forms.

If you would like to get in touch with us about the project, please email:
SPPACContributions@gov.scot

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