

**NATIONAL HEALTH SERVICE SUPERANNUATION SCHEME (SCOTLAND)  
2012/1**

**WHO SHOULD READ:** NHS HR and Payroll Managers  
 GP Practice Managers  
 Direction Bodies  
 Practitioner Services Division (PSD)  
 Dental Payments

**ACTION:** 1. To read and circulate to all relevant parties  
 2. To inform scheme members

**SUBJECT:** 1. Proposed changes to employee contribution rates from 1 April 2012.  
 2. NHS pension scheme amending Regulations which came into force 1 December 2011.

The purpose of this circular is to advise employers of recent and proposed changes to the NHS pension scheme regulations so that employers can inform scheme members and other relevant parties of the changes.

**1. Consultation on proposed changes to employee contribution rates from 1 April 2012.**

Proposed changes to employee contributions in 2012/2013 (as per table below) have been set out in draft regulations and are currently being consulted on.

**Employee Contributions to be paid in Scheme Year 2012-2013**

| <b>Band</b> | <b>Pensionable Pay band</b>   | <b>Contribution percentage rate</b> |
|-------------|-------------------------------|-------------------------------------|
| 1           | Up to £15,000                 | 5%                                  |
| 2           | £15,001 to £21,175            | 5%                                  |
| 3           | £21,176 to £26,557            | 6.5%                                |
| 4           | £26,558 to £48,982            | 8%                                  |
| 5           | £48,983 to £69,931            | 8.9%                                |
| 6           | £69,932 to £110,273           | 9.9%                                |
| 7           | £110,274 to any higher amount | 10.9%                               |

The draft regulations may be viewed on the [SPPA website](#). The consultation concludes on Friday 3 February 2012. These contribution rates will remain provisional until the responses to the consultation have been considered and the regulations have been



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approved by the Scottish Parliament.

## **2. The National Health Service Superannuation Scheme etc. (Miscellaneous Amendments) (Scotland) Regulations 2011 SSI 2011/364**

The above regulations which came into effect on 1 December 2011 mainly update references in the 2008 section and the Injury Benefits, AVC, and Compensation scheme regulations in consequence of the recent consolidation of the 1995 section of the scheme ([SSI 2011/117](#)). The regulations also take account of the following:

- changes made to the pension rules in the Finance Act 2004 which permits, from 6th April 2011, the estate of a pensioner member who has died after reaching 75 to receive, in certain circumstances, a lump sum benefit on death;
- changes made to the tax rules by the Finance Act 2011 including the deduction of tax by the administrator in connection with special lump sum death benefits and serious ill-health lump sums;
- where the member leaves NHS employment and returns after 12 months and becomes entitled to an ill health pension there will no longer be any increase in membership where the service before and after the break is treated separately; and
- the increase, from 60 to 75, the upper age limit for a person to be eligible to request a transfer of the value of AVCs under the AVC Regulations.

Further details can be found on the UK legislative website at <http://www.legislation.gov.uk/>

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12 January 2012

### **Contact Information:**

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