

NHS Pension Scheme

2021/01

- Who should read:**
- Chief Executives of Health Boards
 - Payroll Managers
 - Pension Administration Staff
 - Staff who submit data to SPPA

Action: For information

Subject: Disclosure of Salary and Pension Information for 2020 – 2021 Annual Reports and Accounts

Date: 5 February 2021

The purpose of this circular is to note the arrangements for SPPA to provide pension information to employers for the 2020 – 21 Annual Reports and Accounts

To help employers meet their requirements in relation to salary and pension disclosure for senior staff in their accounts, SPPA will this year provide two [online calculators](#) and the associated [guidance](#). Please note the calculators provided can only be used for **protected** members of the NHS 1995/2008 schemes, **unprotected** members that transitioned in to the new 2015 CARE arrangements on the 1 of April 2015 or those who joined the CARE scheme from 1 of April 2015 onwards.

For protected members SPPA will, upon request, provide details of a member's service history as at 31 March 2020 (the latest we currently hold). For unprotected members SPPA will supply details of the member's service history as at 31 March 2015. When requesting such information, employers must provide written consent from each individual.

If disclosure information is required for **tapered** members that have transitioned from the NHS 2008/1995 final salary schemes in to the new CARE arrangements **after** the 1 of April 2015, employers should complete the [request template](#) and, using their preferred secure method, email it to sppatransfers@gov.scot. SPPA will then provide information to assist the completion of the accounts*. The data you must give SPPA is broadly the same as for the 2019-20 exercise. The only difference being that this year we require a completed template for each member (e.g. if you have 2 members that are subject to disclosure, we will ask you to complete a request template for each). Employers should supply SPPA with a completed template as soon as possible after 31 March 2021.

Non-disclosure is possible if the member can provide reasons that publication would, under the Data Protection Act, prejudice their rights, freedoms or legitimate interests, or that it would or be likely to cause unwarranted substantial damage or distress to themselves or another. You should take legal advice if this occurs, as if you decide not to publish this may be challenged under the Freedom of Information Act. Where non-disclosure is agreed, the fact that certain disclosure has been omitted should be disclosed.

**To comply with data protection requirements, SPPA will protect information they send to employers using the Switch Egress secure email service . This requires the recipient of the email and attachment to register for the free cloud based Switch Egress secure email service. Once registered and logged in, the encrypted email will be available to view.*

Any questions?

Please contact sppatransfers@gov.scot if you have any enquiries about this circular.

Dev Dey
Head of Customer Services
5 February 2021