

# NHS Pension Scheme 2026/02

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

**Action:** For information

**Subject:** Public Service Pensions Indexation and CARE scheme revaluation 2026

**Date:** 3 March 2026

The purpose of this circular is to:

- **Notify employers of the increase to public service pensions with effect from 6 April 2026.**
- **Advise of the rate to be used for the annual revaluation of Career Average Revalued Earnings (CARE) benefits accrued in the NHS Pension Scheme (Scotland) 2015 for active members**

## Public Service Pensions Indexation

Public service pensions in payment, together with those that are deferred for payment at a future date, are indexed annually based on the annual change in the Consumer Prices Index (CPI) measured as at the previous September.

In the 12 months from September 2024 to September 2025, CPI was 3.8%. As a result, an increase of 3.8% is to be applied from 6 April 2026 for pensions in payment, and deferred pensions.

The UK Government expects the Pensions Increase (Review) Order to be laid during March 2026.

## CARE Scheme Revaluation

The NHS Pension Scheme (Scotland) Regulations 2015 were made under the Public Service Pensions Act 2013 (the Act). The NHS Pension Scheme (Scotland) 2015 is a Career Average Revalued Earnings (CARE) scheme, and Section 9 of the Act deals with the annual “in-service” revaluation of CARE scheme benefits, preserving their value in line with rises in the

cost of living. The SPPA website provides [further information](#) on the principles of CARE scheme revaluation.

The NHS Pension Scheme (Scotland) Regulations 2015 provide for annual revaluation by reference to changes in prices. For active members this is at the rate of CPI plus 1.5%; for deferred members, it is the rate of CPI included in any Pension Increase (Review) Order.

Section 9(2) of the Act requires the change in prices used for revaluation to be such percentage increase or decrease as is specified in an order made by HM Treasury. The Public Service Pensions Revaluation Order 2026 will fulfil that requirement in relation to prices and reflects the change in CPI of 3.8% in the 12 months to September 2025. The Chief Secretary to the Treasury has issued a [written statement](#) to this effect, with the Public Service Pensions Revaluation Order 2026 coming into force on 1 April 2026.

**As a result of the increase for CPI, the in-service revaluation for the NHS Pension Scheme (Scotland) 2015 in respect of 2025/26 will be 5.3%.**

### **Any questions?**

Please contact [SPPAPolicy@gov.scot](mailto:SPPAPolicy@gov.scot) if you have any enquiries about this circular.

### **SPPA Policy**

3 March 2026