



HSC Pension Service

Provided by



Business Services Organisation

EMPLOYER NEWSLETTER

CONTENTS

- 1. Coronavirus Act 2020 & end of Temporary Suspensions**
- 2. Member Self-Service & Annual Benefit Statements 2022**
- 3. Department of Health Consultations**
- 4. Bank/Casual Employments (3 month rule)**
- 5. SAP Part Time Indicator**
- 6. Transfer of Pension rights from another Pension Provider**
- 7. Pension Applications**
- 8. Contact Us**



HSC (P) 04-21-22

Mar 2022

1. Coronavirus Act 2020 & end of Temporary Suspensions

The UK government published their coronavirus action plan on 3 March 2020. This plan set out measures to respond to the COVID-19 outbreak.

This included increasing the available health and social care workforce. This removed barriers and allowed recently retired NHS staff and social care workers to return to work and tackle the outbreak.

From 25 March 2020, the UK government's emergency legislation suspended some regulations to allow retired NHS members to return to work.

It also allows retired members who have already returned to work to increase their commitments if needed, without affecting their pension benefits.

The measures include temporary suspension of:

- the 16-hour rule
- abatement for special class status holders in the 1995 Section
- draw down abatement in the 2008 Section and 2015 Scheme
-

The measures predominantly affect members of the 1995 Section, although a smaller number of members could be affected by draw down abatement in the 2008 Section and the 2015 Scheme. The Coronavirus Act 2020 is designed to be time limited and was due to end on 24 March 2022. Following a review of the Act in Parliament in March 2022, we have now been informed by the Department of Health and Social Care (DHSC) that the Health & Social Care Pension Schemes (Abatement) Regulations (Northern Ireland) 2022 have been amended and the temporary suspension of the above mentioned rules will be extended until 31 October 2022.

Please ensure all relevant/affected staff are made aware of these changes. HSC Pension Service have also posted this update to our website.

2. Member Self-Service & Annual Benefit Statements 2022

HSC Pension Service have recently received a number of requests from Members to provide a hard copy of their Annual Benefit Statement 2021.

We would like to remind all HR departments that these statements are not posted to members and instead must be accessed online. We would ask that Employers encourage all members who have not yet registered for MSS to do so as soon as possible. To register go to <https://mypension.hscni.net>, this can only be accessed via the HSC network at present.

The MSS Portal allows members to view their pension record including Service History, Annual Benefit Statements, and Annual Allowance Data View etc. HSC Pension Service has developed a number of calculators which will make it easier for members to forecast their potential benefits at retirement. Members will need sight of their latest Annual Benefit Statement which holds information required for input into the calculator. The calculators are available on the public website and can be accessed from anywhere i.e. the staff member is not limited to using these whilst on a HSC network. This should in turn reduce the number of pension related queries for employers.



2. Member Self-Service & Annual Benefit Statements 2022 - cont

Each Financial year HSC Pension Service request confirmation from HR of those employees who do not have access to MSS (as members are currently required to login via the HSC network). The members included on this list would be those with no opportunity to access the MSS portal during their working day.

Please ensure and updated list of such employees is submitted to HSC Pension Service at hscpensions@hscni.net before the annual report deadline (05th July 2022 for year ending 31/03/2022) – failure to do so may result in a delay of the ABS 2022 production for the affected member.

Updates and reminders will continue to be communicated via the Employer Newsletter.

3. Department of Health Consultations

On Monday 6th December the Department of Health launched 2 consultations relevant to the HSC pension Scheme. They are the consultation on the McCloud Remedy, relating to the reforms of Public Sector Pension Schemes introduced in 2015 and the consultation on the structure of Member Contributions moving forwards under a Career Average Revalued Earnings (CARE) Scheme model.

In relation to the Consultation around Member contributions The Department of Health and Social Care in England has recently announced that the reform of their pension contribution structure will be delayed until October 2022. This delay will avoid increasing some members' pension contributions at the same time as increases to National Insurance contributions are being applied. The Minister of Health in Northern Ireland has decided that it would also be appropriate to delay the implementation here as it would avoid immediate pressures on the take home pay of some HSC staff.

Full details on the consultations including information on how to respond can be found on the Department of Health Website at [Consultations | Department of Health \(health-ni.gov.uk\)](https://www.health-ni.gov.uk/consultations) Please ensure all staff and stakeholders are informed of the consultations and provided with details on how to access and respond.

4. Bank/Casual Employments (3 month rule)

Both Employers and scheme members should be aware of the rules surrounding membership of the scheme for Bank/Casual employees.

The pensionable start date of any bank post is the first day the member actually performs any duties and pays contributions, not the date they joined the bank.

A bank employee's pension record may remain open, even if they do not work, for up to a period of three months only.

If the break exceeds three months, the pensionable employment must be closed down on the last day the member actually worked, the employee will then not be eligible for certain 'in scheme' benefits such as Death in Service Lump Sum Payment.

5. SAP Part Time Indicator

If a scheme member amends their working pattern from part time to full time working HR must complete an action to ensure that the member's pension information is interfaced correctly from Payroll Shared Services to HSC Pension Service.

The action requires HR to ensure that the tick in the box for Part Time Employee in the 'Display Planned Working Time' screen on SAP (see below) is removed.

Work schedule rule	
Work schedule rule	37.5HRWK 37.50 Hour Week
Time Mgmt status	9 - Time evaluation of planned times
<input checked="" type="checkbox"/> Part-time employee	

If this not removed then the member still shows as Part time on the interface files and monthly information being sent to the HSC Pension Service meaning the hours worked exceeds the maximum amount for full time employment causing the file to error. This has resulted in numerous queries being raised by members to Employers, Payroll Shared Services and HSC Pension Service as their pensionable service is not updated correctly.

A list of affected members from the April 2021 interface tape has been sent to each HR representative in Feb 2022 requesting that the part time indicator be removed to rectify the ongoing errors. We intend to repeat this check in April 2022 to ensure all cases have been fully resolved.

It would be appreciated if you could forward a HR contact from your organisation to receive the next report and arrange for the rectification of the member record where needed.

6. Transfer of Pension rights from another Pension Provider

New employees who wish to transfer benefits from a previous pension scheme should be advised to complete a 'Transfer In' request form (available on the [HSCPS website](#)) and return it directly to the HSC Pension Service within one year of joining the HSC Pension Scheme. If a transfer request is received outside of this timeframe it cannot be processed.

It should also be noted that previous service in NHS England, Wales and Scotland does not automatically transfer on joining the HSC Pension Scheme, a transfer request is also required for these cases.

Employees must be an active member in the scheme to be eligible for a transfer of benefits.

7. Pension Applications

HSC Pension Service has received a number of queries from upcoming retirees in relation to notification of their pension entitlement. The majority of queries received are for members retiring on the last day of the month e.g. 30th April, and are querying when they will receive their notification letter. Using this example the pension start date is actually the 1st May. It is only in the month of May that we are able to calculate their pension entitlement and then issue notification of said entitlement. When conversations with upcoming retirees take place between the member and their HR department, please ensure retirees are aware of this in an attempt to reduce these queries



8. Contact Us

By writing to us at:-

HSC Pension Service

Waterside House

75 Duke Street

Londonderry

BT47 6FP

Via e- mail at:- hscpensions@hscni.net

By Telephone: 028 7131 9111

10.00 am to 12.00pm / 2.00 pm to 4.00pm - Monday to Thursday

10.00 am to 12.00pm - Friday



Find us on Twitter - @hscpensions



Find us on Facebook - HSC Pension Service

If you have any suggestions for the newsletter or would like a particular topic covered in future publications please do not hesitate in contacting us by emailing: hscpensions@hscni.net

