


UN2871 1 of 3 20 th MAR 2020	Electronic Staff Record Programme USER NOTICE	
Title	Pension Rebanding 2020-2021	
Purpose	To inform Users of actions required for the 2020/21 Pension Rebanding Process	
Intended Audience	To inform Users of actions required for the 2020/21 Pension Rebanding Process	

SUBJECT

Details of Pension Rebanding process for 2020/21

DETAIL

There are no changes to either Employee or Employer Rates for 2020/21

Band Upper Limit-W/T Pensionable Pay	Pension Band	Employee's Contribution	Employers Contribution	Effective Date
15431.99	A	5%	14.38%	01-APR-2020
21477.99	E	5.6%	14.38%	01-APR-2020
26823.99	F	7.1%	14.38%	01-APR-2020
47845.99	G	9.3%	14.38%	01-APR-2020
70630.99	H	12.5%	14.38%	01-APR-2020
111376.99	I	13.5%	14.38%	01-APR-2020
999999.99	J	14.5%	14.38%	01-APR-2020


Users are advised that the first phase of the Pension Rebanding process for 2020/21 will start at 17:00hrs on Wednesday 1st April 2020.

The first phase of the Pensions Rebanding process calculates the Annualised Whole-Time Pensionable Pay for financial year 2019/20 by using the Employer's Pensionable Pay (this includes Notional Pensionable Pay), the Pensionable Hours Worked and the Deemed Pensionable Hours.

These will be scaled to an annualised value for each assignment using the Standard hours for the Grade (taking account of any assignment override).

This initial phase will take one to two days to process, during which time the ESR service will remain fully available. However, users should note that any payroll calculations relating to 2019/20 Pensionable pay performed after 17:00hrs on Wednesday 1st April 2020 may not be taken into account for the revised banding. The pension band allocated must be checked for these assignments and corrected if necessary.

NOT PROTECTIVELY MARKED

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The second phase of the Rebanding Process will apply the revised pension bands to employee assignments during system downtime. The system will be withdrawn on Friday 3rd April 2020 at 18:00hrs to commence this phase of the process.

NHS Pension Band Allocation Report

When this second phase has completed, Users will be able to run the NHS Pension Band Allocation Report to identify the action that has been taken. This report will identify active assignments only, so any assignments that return from being inactive will have to be assessed and updated accordingly.

The report output should be requested in Excel to help prevent large report output in PDF format. The Excel format will also assist in sorting/filtering the output. The print settings may need to be amended locally if the Excel output has to be produced as a hard copy.

Please note that use of the Pension Reband Override NHS element will need to be considered. This element retains the existing Banding only and does not look at pay values, therefore all assignments with this element entry will need to be manually assessed and amended as necessary.


There will be cases where, due to missing pensionable hours etc., it has not been possible to allocate the banding correctly. In addition, 2019/20 payments processed after 17:00hrs on Wednesday 1st April 2020 may not be included in the calculation. The reports will assist in identifying these cases and any amendments required by users.

ACTION REQUIRED

Assess any effects of the timing of Pensions Rebanding Processes described above and make any necessary plans. Also, run the NHS Pension Band Allocation Report and take any corrective action.

FURTHER INFORMATION

Where an assignment is to be allocated to a different Pension Band, the Rebanding Process will make a date tracked change to the Pension NHS element as at 01-APR-2020. Please note that, where such a change is made to a weekly paid assignment and 01-APR-2020 falls in the Pay Period for Week 52 / Week 1 2020, the change will be included in the NHS Retropay

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(Weekly) process for Week 1 / Week 2 2020. Users should be aware that this may cause the Retropay process to run for longer than normal on this occasion

NEXT UPDATE

None