Title	Pension Rebanding 2022-2023
Purpose	To inform Users of actions required for the 2022/23 Pension Rebanding Process
Intended Audience	To inform Users of actions required for the 2022/23 Pension Rebanding Process

SUBJECT

Details of Pension Rebanding process for 2022/23

DETAIL

There are no changes to either Employee or Employer Rates for 2022/23

Band Upper Limit-W/T Pensionable Pay	Pension Band	Employee's Contribution	Employers Contribution	Effective Date
15431.99	A	5%	14.38%	01-APR-2022
21477.99	E	5.6%	14.38%	01-APR-2022
26823.99	F	7.1%	14.38%	01-APR-2022
47845.99	G	9.3%	14.38%	01-APR-2022
70630.99	H	12.5%	14.38%	01-APR-2022
111376.99	I	13.5%	14.38%	01-APR-2022
9999999.99	J	14.5%	14.38%	01-APR-2022

Users are advised that the first phase of the Pension Rebanding process for 2022/23 will start at 18:00hrs on Tuesday 05th April 2022.

The first phase of the Pensions Rebanding process calculates the Annualised Whole-Time Pensionable Pay for financial year 2022/23 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 2021/22 Pensionable pay performed after 18:00hrs on Tuesday 05th April 2022 may not be taken into account for the revised banding. The pension band allocated must be checked for these assignments and corrected if necessary.

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 The system will be withdrawn on Friday 8th April 2022 at 18:00hrs to commence this phase of the process.

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Any assignments that have been successfully reassessed by the Pension Reassessment process mid-year, will not be included in the Year End Rebanding process.

NHS Pension Band Allocation Report

When this second phase has completed, Users will be able to run the NHS Pension Band Allocation Report in Year End Mode 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 can also be run in Annual Summary mode, which will detail all the Mid-Year reassessments already actioned during the year, along with the assessments that have been done for Year End.

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. The Pension Rebanding Process will end date the element as at 31 March 2022.If this element is entered during the year it will stop any Mid-Year assessments as well as the next Year End Rebanding.

There will be cases where, due to missing pensionable hours etc., it has not been possible to allocate the banding correctly. In addition, 2021/22 payments processed after 18:00hrs on Tuesday 05th April 2022 may not be included in the calculation. The reports will assist in identifying these cases and they can be manually reassessed by using the NHS Pension Rebanding Assessment process.

ACTION REQUIRED

Assess any effects of the timing of Pensions Rebanding Processes described above and make any necessary plans. In addition, run the NHS Pension Band Allocation Report in Year End or Annual Summary Mode 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-2022. Please note that, where such a change is made to a weekly paid assignment and 01-APR-2022 falls in the Pay Period for Week 52 / Week 1 2022, the change will be included in the NHS Retropay

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(Weekly) process for Week 1 / Week 2 2022. Users should be aware that this might cause the Retropay process to run for longer than normal on this occasion.

Further details on how the Pension Band Reassessment process works can be found in the Pensions section in the ESR User Manual.

NEXT UPDATE

None

NOT PROTECTIVELY MARKED