


UN3259 1 of 2 25 th January 2023	Electronic Staff Record Programme USER NOTICE	
Title	ESR BI Report for Part Time Pension Rebanding Analysis	
Purpose	To advise on the introduction of the Part Time Pension Rebanding analysis in ESR BI	
Intended Audience	ESR Payroll and Pensions Departments	

SUBJECT

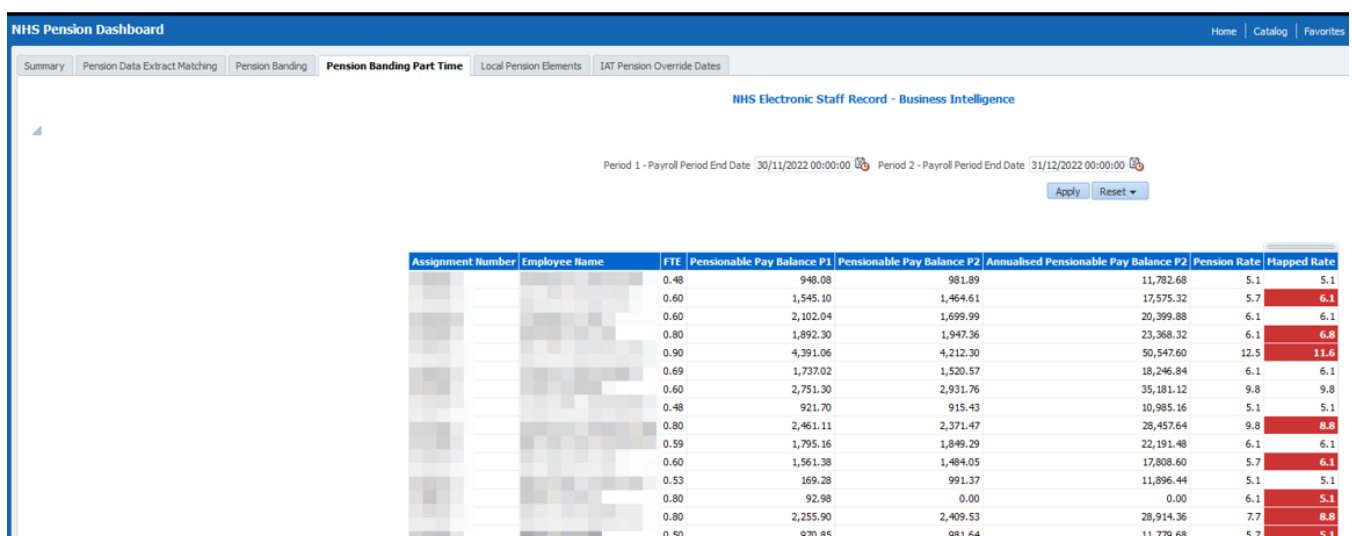
ESR BI report for part time pension rebanding analysis.

DETAIL

In line with the NHS Pension Scheme changes for member contributions, there is a requirement for part time employees to be reassessed where additional duties may require them to pay a different contribution rate. We are currently working with the relevant bodies to determine a solution on how this could be managed through ESR.

To assist organisations, we have introduced a new analysis in ESR BI that will compare pensionable pay across two pay periods and flag where a change in contribution rate may be required.


The new analysis, Pension Banding Part Time will be available as a new dashboard page within the NHS Pensions Dashboard:



Assignment Number	Employee Name	FTE	Pensionable Pay Balance P1	Pensionable Pay Balance P2	Annualised Pensionable Pay Balance P2	Pension Rate	Mapped Rate
		0.48	948.08	981.89	11,782.68	5.1	5.1
		0.60	1,545.10	1,464.61	17,575.32	5.7	6.1
		0.60	2,102.04	1,699.99	20,399.88	6.1	6.1
		0.80	1,892.30	1,947.36	23,368.32	6.1	6.8
		0.90	4,391.06	4,212.30	50,547.60	12.5	11.6
		0.69	1,737.02	1,520.57	18,246.84	6.1	6.1
		0.60	2,751.30	2,931.76	35,181.12	9.8	9.8
		0.48	921.70	915.43	10,985.16	5.1	5.1
		0.80	2,461.11	2,371.47	28,457.64	9.8	8.8
		0.59	1,795.16	1,849.29	22,191.48	6.1	6.1
		0.60	1,561.38	1,484.05	17,808.60	5.7	6.1
		0.53	169.28	991.37	11,896.44	5.1	5.1
		0.80	92.98	0.00	0.00	6.1	5.1
		0.80	2,255.90	2,409.53	28,914.36	7.7	8.8
		0.50	970.85	981.64	11,779.68	5.7	5.1

The analysis will look at part time substantive staff with an FTE less than 1, bank staff will be excluded from the analysis. It will compare the actual pensionable pay for the first period selected to the actual pensionable pay of the second period selected. Where a difference is identified, the pensionable pay from the second period will be annualised based on the

NOT PROTECTIVELY MARKED

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assignment's pay frequency. This will look at the appropriate contribution rate applicable to the annualised pay and compare it to the contribution rate held on the assignment, where there is a difference, this will be highlighted in the analysis.

Organisations will then be able to check the highlighted records and update the contribution rate locally, if applicable.

Please note that the data is based on run results, as such the analysis will only be able to compare periods where a payroll run has been processed.

ACTION REQUIRED

Organisations should run the Pension Banding Part Time analysis as required and check the reported information. Where it is deemed a change in contribution rate is required, this can be done by updating the Pension NHS element in the Element Entries screen. Alternatively, Web ADI can be utilised where there are a number of assignments that require a contribution change.

FURTHER INFORMATION

None

NEXT UPDATE

None