

UN3323 1 of 3 4 th July 2023	Electronic Staff Record Programme USER NOTICE	
Title	ESR BI Report for Unsocial Hours Pension Rebanding Analysis	
Purpose	To advise on the introduction of the Unsocial Hours Rebanding analysis in ESR BI	
Intended Audience	ESR Payroll and Pensions Departments	

SUBJECT

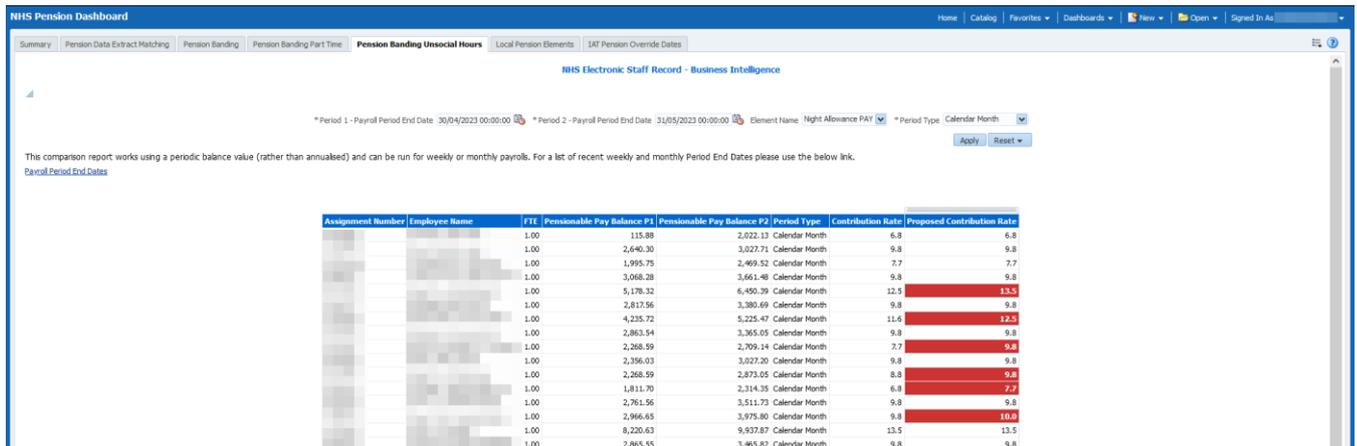
ESR BI report for unsocial hours pension rebanding analysis.

DETAIL

In line with the NHS Pension Scheme changes for member contributions, there is a requirement for employees to be reassessed where unsocial hours payments may require them to pay a different contribution rate.

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 Unsocial Hours is available as a new dashboard page within the NHS Pensions Dashboard:



Assignment Number	Employee Name	FTE	Pensionable Pay Balance P1	Pensionable Pay Balance P2	Period Type	Contribution Rate	Proposed Contribution Rate
1.00		1.00	115.88	2,022.13	Calendar Month	6.8	6.8
1.00		1.00	2,640.30	3,027.71	Calendar Month	9.8	9.8
1.00		1.00	1,995.75	2,469.32	Calendar Month	7.7	7.7
1.00		1.00	3,068.28	3,661.48	Calendar Month	9.8	9.8
1.00		1.00	5,178.32	6,450.39	Calendar Month	12.5	13.5
1.00		1.00	2,817.56	3,380.69	Calendar Month	9.8	9.8
1.00		1.00	4,235.72	5,225.47	Calendar Month	11.6	12.5
1.00		1.00	2,863.54	3,365.05	Calendar Month	9.8	9.8
1.00		1.00	2,268.59	2,709.14	Calendar Month	7.7	9.8
1.00		1.00	2,396.03	3,027.20	Calendar Month	9.8	9.8
1.00		1.00	2,268.59	2,873.05	Calendar Month	8.8	9.8
1.00		1.00	1,811.70	2,314.25	Calendar Month	6.8	7.7
1.00		1.00	2,761.56	3,511.73	Calendar Month	9.8	9.8
1.00		1.00	2,966.65	3,975.80	Calendar Month	9.8	10.0
1.00		1.00	8,220.63	9,937.87	Calendar Month	13.5	13.5
1.00		1.00	2,865.55	3,465.82	Calendar Month	9.8	9.8

The report will return full time substantive employees that have been paid through a list of default elements in either of the payroll periods being compared. The list of elements can be changed as required. Any change of contracted hours or grade will be ignored as will any new starters that have joined within 3 months of the report date.

In a change to the existing pension banding analyses, the comparison of values will be done using periodic values rather than annualising pay, as detailed in the table below:

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Tier	Thresholds	Percentage	Eff Date From	Monthly	Weekly
1 (A)	£0 - £13,246.99	5.1	01-Apr-23	1,103.92	254.05
2 (B)	£13,247.00 to £17,673.99	5.7	01-Apr-23	1,472.83	338.95
3 (C)	£17,674.00 to £24,022.99	6.1	01-Apr-23	2,001.92	460.72
4 (D)	£24,023.00 to £25,146.99	6.8	01-Apr-23	2,095.58	482.27
5 (E)	£25,147.00 to £29,635.99	7.7	01-Apr-23	2,469.67	568.36
6 (F)	£29,636.00 to £30,638.99	8.8	01-Apr-23	2,553.25	587.60
7 (G)	£30,639.00 to £45,996.99	9.8	01-Apr-23	3,833.08	882.14
8 (H)	£45,997.00 to £51,708.99	10	01-Apr-23	4,309.08	991.68
9 (I)	£51,709.00 to £58,972.99	11.6	01-Apr-23	4,914.42	1,130.99
10 (J)	£58,973.00 to £75,632.99	12.5	01-Apr-23	6,302.75	1,450.50
11 (K)	£75,633.00 to £9999999.99	13.5	01-Apr-23	833,333.33	191,781.03

The analysis will compare the actual pensionable pay for the first period selected to the actual pensionable pay of the second period selected. Based on the assignment's pay frequency, it will look at the appropriate contribution rate applicable as per the above table 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 Unsocial Hours 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.

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FURTHER INFORMATION

We are currently working with the relevant bodies to provide a solution that will enable both unsocial hour working and additional hours worked by part time staff to be automatically assessed. Further details will be provided in due course.

NEXT UPDATE

None