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| 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

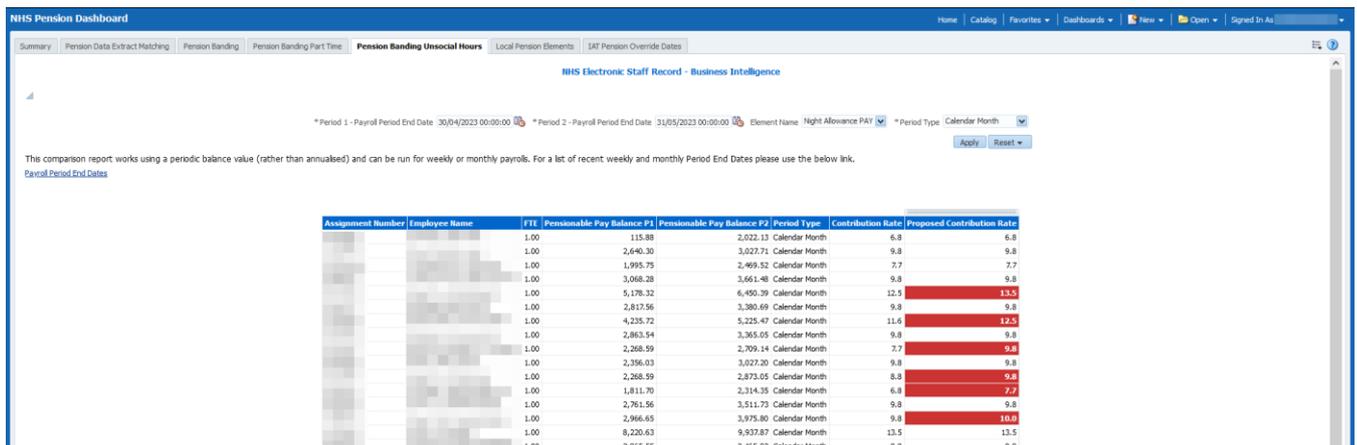
ESR BI report for unsocial hours pension rebanding analysis.

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:

NOT PROTECTIVELY MARKED

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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