


<p>UN3351 1 of 2 28th September 2023</p>	<p>Electronic Staff Record Programme USER NOTICE</p>	
<p>Title</p>	<p>Planned development to the Pension Rebanding functionality</p>	
<p>Purpose</p>	<p>To inform users of the changes that are being developed for the Pension Rebanding functionality</p>	
<p>Intended Audience</p>	<p>ESR Payroll and Pensions Departments</p>	

SUBJECT

Planned development to the Pension Rebanding functionality.

DETAIL


In October 2022, following the outcome of the McCloud case, changes were made to the NHS Pension contributions and tier thresholds. Following this change, further guidance was issued by NHS Pensions that required employees to have their pension contribution tier reassessed for fluctuating pay. Further details on the requirements can be found on NHS Pensions website by clicking on the following link: [NHS Pensions Scheme member contribution changes Payroll Provider requirements](#)

To assess where a change in contribution rate for fluctuating pay is required, is currently a manual process for ESR Users. We have been working closely with the Department of Health and Social Care on their requirement to develop a solution to automate this process, and it has been agreed that an assessment of contribution tiers should be done in realtime.

We are currently working through the development requirement and are planning to deliver Realtime Rebanding from the 1st April 2024. It is anticipated that this will be included in Release 60 at the end of March 2024, subject to successful development and testing.

This change will enable all members of the NHS Pension Scheme, both substantive and bank, to be assessed on the pensionable pay received each pay period they are paid, and the appropriate contribution rate applied to that period of pay. In certain cases, this may mean that the contribution rate changes regularly throughout the year, this will ensure that the contribution rate applied is in line with NHS Pensions guidance. By assessing contributions in realtime, the annual and mid-period reassessment processes will no longer be required.

We are in the early stages of development and what this means in respect of changes that will be required to the system. Further details will be provided in due course.

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ACTION REQUIRED

Organisations are requested not to raise SR's to ask for further details on how the functionality will work at this time.

FURTHER INFORMATION

None.

NEXT UPDATE

Full details of the change to the functionality will be communicated nearer to the implementation date.