

2019/20 Annual Allowance Compensation Policy

A quick guide for **employers**

What is the Compensation Policy?

- In recent years some NHS staff have been affected by pensions tax rules, and in particular, the Annual Allowance. This has had an impact on staff who want to help their patients by working additional hours.
- As a result of the impact that pensions tax rules were having on our frontline services Welsh Ministers decided to take exceptional action to help combat the problem so that:

- Clinicians who are members of the NHS Pension Scheme ('NHSPS') and face an Annual Allowance charge in respect of the 2019/20 tax year will be able to have this charge paid by the NHSPS (by completing and returning a 'Scheme Pays' election form before 31 July 2021) meaning that they **don't have to worry about paying the charge now** out of their own pocket.

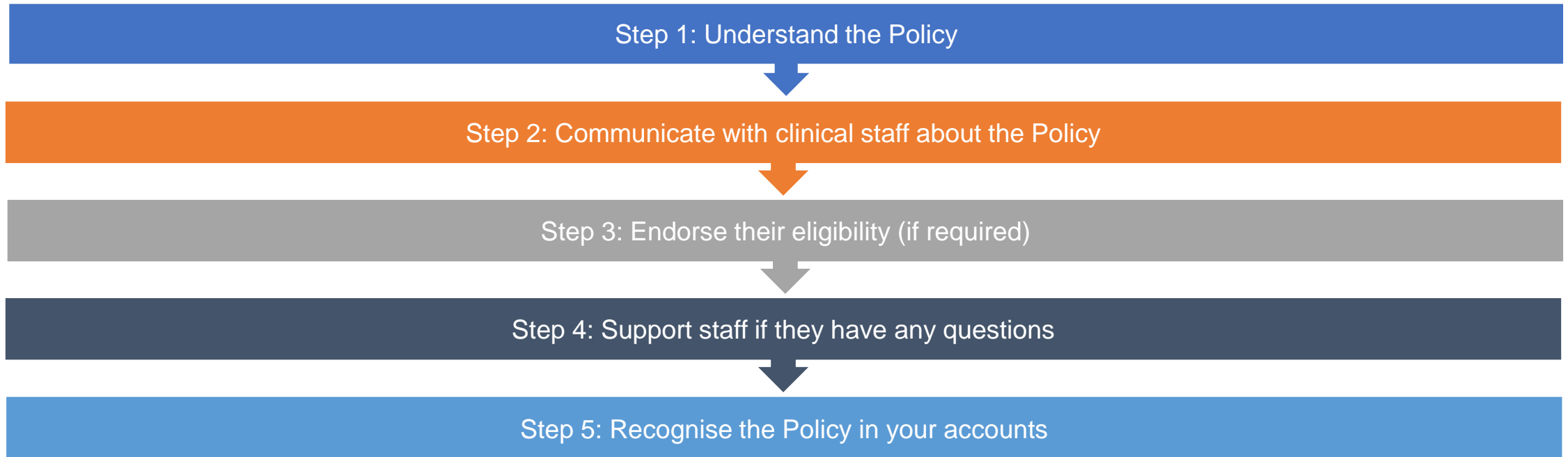
Their NHS employer will make a contractually binding commitment to pay them a corresponding amount on retirement, ensuring that they are **fully compensated in retirement** for the effect of the 2019/20 Scheme Pays deduction on their income from the NHSPS in retirement.

- The Compensation Policy and benefits due under it are **guaranteed** by Welsh Ministers. They will be administered by the NHS Business Services Authority ('NHSBSA'), the administrator of the NHSPS.

Clinicians have been provided with a document setting out what they need to do to access the scheme. This is attached to this employer guide. What employers need to do is covered on the coming pages.

What do employers need to do?

To access the Policy clinicians will need to apply. The role of employers is limited and we have tried to keep this to a minimum. However, as an NHS employer you will also need to take some actions to allow your employees to access the Policy's benefits. These are the steps you need to take.



**If you have any questions after reading this employers' guide please contact
NHS Wales Employers using the details on page 10.**

Step 1: Understand the Compensation Policy

Step 1: Understand the Policy

- NHS employers have previously been sent information about the Policy. There is also information on NHS Employers Wales website.
- To help you understand the Compensation Policy, its benefits and how it operates, we recommend that you read:
 - NHS Wales Employers website [here](#) which includes:
 - FAQs for employers and clinicians
 - The letter sent directly to you in respect of the Compensation Policy which included communications to be shared with clinical staff.
 - An infographic for clinicians with a brief overview of the Compensation Policy .
 - The “Quick guide for clinicians” attached to this employer guide.
 - There are also a number of useful links provided at the end of this document, and in the “Quick guide for members” which will help you understand the Annual Allowance and other relevant aspects of pensions tax in more detail, if you need to



Once you've understood the Policy and what it's trying to achieve, you can make sure you've communicated with members correctly.

Step 2: Communicate with members

Step 2: Communicate with clinical staff about the Compensation Policy

- To access the policy, staff should be provided with a letter from their employer setting out the offer. This letter forms a variation to the contract of eligible clinicians.
- Please make sure that you have sent out the following documents most of which can be found [here](#) :
 - **LHBs / Trusts** – please send the letter provided by Andrew Goodall to your clinicians.
 - **Higher Education Institutions** – please send the letter provided to you by UCEA. to eligible clinical academics with whom you have a contractual relationship.
 - **GPs** – please send the letter provided by Andrew Goodall.
 - **Dentists** – please send the letter provided by NHS Dental Services.

This letter may have already been shared with potentially eligible clinicians who have the appropriate professional registration. If you haven't already provided such a letter, please do so as soon as possible.



Clinicians working in secondary care wanting to apply will ask you to endorse their eligibility. See the next page.

Step 3: Endorse members' eligibility

Step 3: Endorse members' eligibility

- **All clinicians** will need to complete an application form to access the scheme.
- The eligibility criteria can be found in the FAQs online and in the “Quick guide for members”.
- The application form can be accessed [here](#)
- For secondary care clinicians, the NWSSP will complete part 3 of each member's form – this will confirm that the member has worked for your organisation in a clinical role during 2019/2020 and had a valid clinical registration. The application form will be sent directly to NHSBSA once endorsed.
- **Dentists should** complete an on-line application form via Compass [here](#) for NHS Dental Services to endorse once they have submitted their Scheme Pays election to NHSBSA. The application form will be sent directly to NHSBSA once endorsed.
- **GPs will need to send the** form to PCSW for endorsement once they have submitted their Scheme Pays election to NHSBSA. The application form will be sent directly to NHSBSA once endorsed



Once you have completed your endorsement it is possible that members may have follow-up questions.

Step 4: Support members if they have any questions

Step 4: Support members if they have any questions

- There are a number of places that clinicians can find extra useful information that you can guide them towards:
 - Members will have access to the “Quick guide for clinicians” – this can be found [here](#). It is appended to this employer guide for information.
 - A comprehensive list of useful links can be found at the end of the “Quick guide for members”. These cover where to find more detailed information on the Policy and the Annual Allowance more generally (for example, if members are struggling to understand their Pension Savings Statements or calculating whether you have a charge).
- Members can contact the NHSBSA about the Policy using the details below:

Calling from the UK **0300 330 0012**

Calling from abroad **0191 279 0813**

- Alternatively, you may wish to offer Annual Allowance and wider pensions tax support sessions for groups or individuals, too. If you'd like to do this please let us know and we can put you in touch with someone who can help.



Minimal input will be required by employers on an ongoing basis. However, you will need to account for the scheme.

Step 5: Recognise the Policy in your accounts



Step 5: Recognise the policy in your accounts

- The policy's benefits will stretch long into the future. We expect that you may need to recognise the contractual commitments to members and the reimbursement from Welsh Ministers in your accounts.
- All organisations with individuals who apply for the policy will be provided with ongoing management information to support with this.
 - LHBs and Trusts will be provided with ongoing support from Welsh Government Finance on how to account for the scheme/s benefits. Guidance has previously been sent to finance directors at Trusts with respect to 2019/20 accounts.
 - Higher Education Institutions - HEIs have been provided with the same information from UCEA
 - Other organisations – please discuss accounting for the scheme with your accountant and/or auditor.
- As noted in previous correspondence Welsh Ministers guarantee to cover the future cost of providing members with benefits under the scheme. As such, the provision of any liability in your accounts will be matched by a corresponding asset reflecting this position (and so the net effect will be zero).
- However, it is ultimately the responsibility of individual organisations to agree an accounting treatment of the scheme's benefits with their auditor and Welsh Ministers cannot provide individual employers with advice on this itself.

2019/20 Annual Allowance Compensation Policy

A quick guide for clinicians

What is the Compensation Scheme?

- In recent years some NHS staff have been affected by pensions tax rules and in particular, the Annual Allowance. This has had an impact on staff who want to help their patients by working additional hours.
- As a result of the impact that pensions tax rules were having on frontline services, Welsh Ministers decided to take exceptional action to help combat the problem so that:

Clinicians who are members of the NHS Pension Scheme ('NHSPS') and face an Annual Allowance charge in respect of the 2019/20 tax year will be able to have this charge paid by the NHSPS (by completing and returning a 'Scheme Pays' form before 31 July 2021) meaning that they **don't have to worry about paying the charge now** out of their own pocket.

And

The NHS employer will make a contractually binding commitment to pay them a corresponding amount on retirement, ensuring that they are **fully compensated in retirement** for the effect of the 2019/20 Scheme Pays deduction on their income from the NHSPS in retirement.

- The Scheme and benefits due under it are **guaranteed** by Welsh Ministers. They will be administered by the NHS Business Services Authority ('NHSBSA'). It is a separate scheme from the NHS Pension Scheme.

This document explains how you can access the Policy if you are eligible. Turn over to check if you're eligible.

Am I eligible?

- Before you apply for the Policy you need to check that you're eligible. The Policy will only be available to "Eligible Clinicians" who meet the following criteria:
 - ✓ are members of the NHSPS in the tax year 2019/20
 - ✓ are employed or engaged in a clinical role delivering care to NHS patients that requires registration with an appropriate healthcare regulatory body (for detailed information see the "Professional Standards Authority – Which professions are regulated" website [here](#)).
 - ✓ have a valid registration for the period of the 2019/20 "Scheme Pays" election
 - ✓ receive a tax charge associated with breaching the Annual Allowance, including the tapered annual allowance, in 2019/20 in respect of membership of the 1995/2008 and 2015 NHS pension schemes and use "Scheme Pays" election to pay the tax charge
- These criteria apply equally to General Practitioner and General Dental Practitioners, and those working for NHS Trusts and NHS Foundation Trusts, relevant non-NHS employers, and General and Dental Practices.

If you're eligible, you can use the rest of this document to understand more about the Policy and how to apply for the benefits.

What are the benefits?

- The Policy will compensate eligible clinicians who use Scheme Pays to meet their 2019/20 Annual Allowance charges resulting from their contributions to the NHSPS.
- The compensation will be paid in retirement, and will offset the reduction to your pension from using Scheme Pays for 2019/20 Annual Allowance charges.
- Members must use Scheme Pays to access Policy benefits and any exclusions are set out below.

The Policy only applies to regular pension build up in the NHSPS during 2019/20. It covers the following:

✓
2019/20 pension and lump sum growth in the 1995 section and pension growth in the 2008 section

✓
2019/20 pension growth in the 2015 scheme

✓
2019/20 growth in pensions due to added years contracts purchased before 31 March 2008

Note: this Policy covers the full Annual Allowance charge for eligible clinicians (see exclusions below), not just that resulting from additional work undertaken.

The Policy excludes the following:

✗
NHS Money Purchase AVCs

✗
Additional pension contracts purchased during 2019/20

✗
Growth from additional pension contracts purchased prior to 2019/20

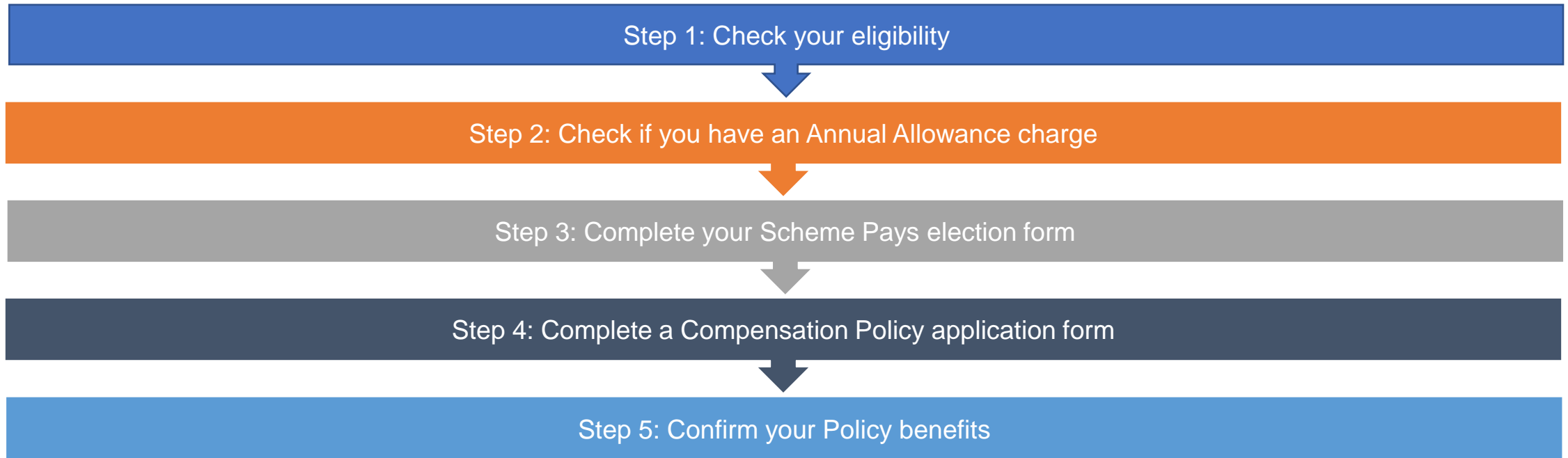
✗
Pension build up in other pension schemes

✗ Annual Allowance charges in tax years other than 2019/20

✗ Annual Allowance charges paid without using the NHSPS Scheme Pays option

How do I apply?

We have summarised the overall application process below. This is explained in more detail in the following slides.



Step 1: Check your eligibility

Step 1: Check your eligibility

- Check that you are eligible for the Policy using the information set out on page 3.
- If you are eligible, you can apply if you have a 2019/20 annual allowance charge and make a Scheme Pays election to pay it. This is covered on the next two slides.
- You will need to get your clinical eligibility endorsed if you have an Annual Allowance charge and would like to access the Policy's benefits. More details on this can be found on page 9 – the exact process will depend on your role.



If eligible move to Step 2: Check if you have an Annual Allowance charge. See next page.

Step 2: Check if you have an Annual Allowance charge



Step 2: Check if you have an Annual Allowance charge

- You can work out your charge using the information on your Pension Savings Statement – this shows your pension build up in the NHSPS for the current and previous 3 tax years.
- You should check that the statement seems consistent with any previous statements
- If you have any unused annual allowance for the 3 previous tax years to carry forward you must use this first before considering if you can apply for the Policy
- So long as NHSBSA has received all relevant information Pension Savings Statements for the 2019/20 tax year are issued to clinicians employed in secondary care and high street dentists by NHSBSA before 6 October 2020 where a member has breached the standard Annual Allowance of £40,000.
- If you need any guidance on calculating your charge you can visit the NHSBSA's Annual Allowance pages ([here](#)) and read their Pension Savings Statement guide ([here](#)).
- To benefit from the Policy you will need to pay your Annual Allowance charge using Scheme Pays.

Note: Not everyone who is liable for an Annual Allowance charge automatically receives a Pension Savings Statement. For example, people who have a Pension Input Amount of less than £40,000, may have a reduced (tapered) Annual Allowance because of income from other sources but would not automatically receive a Pension Savings Statement. If you have a “Threshold Income” of more than £110k, and think you have a potential tax liability you should request a Pension Savings Statement from NHSBSA. This is covered in the information on the NHSBSA website (links above). In addition, most GPs will not receive a Pension Savings Statement for 2019/20 by 6th October 2020. GPs should apply for Scheme Pays in the usual way once the required information is available, or using estimated information if necessary, by 31 July 2021. They will have time to apply for the Policy after they have done this.



If you have a charge move to Step 3: Complete a Scheme Pays election. See next page.

Step 3: Complete your Scheme Pays election form

Step 3: Complete your Scheme Pays election form

- To use the Policy you need to pay for any 2019/20 Annual Allowance charge in the NHSPS using Scheme Pays. You can request this by filling in a Scheme Pays form from [here](#).
- To complete the form you will need to have worked out your 2019/20 Annual Allowance charge for the NHSPS using your Pension Savings Statement and the NHSBSA's Pension Savings Statement Guide (available [here](#)).
- A full outline of the Scheme Pays process can be found in the NHSBSA's Pension Savings Statement Guide ([here](#)).
- Once you have completed your form, please send it to NHSBSA at **NHS Pensions, PO Box 2269, Bolton, BL6 9JS**. You can submit this before your Policy application form so that you can meet the required deadlines (see below).
- **If you are about to retire you must complete a Scheme Pays election before you draw your pension if you think you will breach the Annual Allowance in the tax year of retirement and wish to use Scheme Pays. This may be based on estimated information.**

Note: The deadline for NHSBSA to receive the Scheme Pays election for 2019/20 is 31 July 2021. If you do not have enough information to calculate your pensions tax position before this date (which may be the case for some GPs) you still need to submit a Scheme Pays election to be eligible for the Policy by 31 July 2021. This can be an estimate.



Once you have a completed Scheme Pays election go to Step 4: Complete an application form.

Step 4: Complete a Compensation Policy application form

Step 4: Complete an application form by 31st March 2022

- You will need to complete an application form to access the scheme's benefits and verify your eligibility to receive them.
Please don't do this until you have submitted your Scheme Pays election
- 1. **If you work in secondary care** download the application form ([here](#)) and complete your part. You need to fill in the form and send it to the NWSSP to confirm that you worked in a clinical role during 2019/2020 and had a valid clinical registration. NWSSP will send the form directly to NHSBSA once endorsed.
- 2. **If you are a dentist** an online form is available via Compass ([here](#)) for NHS Dental Services to endorse your application . You need to fill in the form and it will be sent directly to NHSBSA once endorsed, and a copy made available for you on Compass.
- 2. **If you are a GP** download the application form and complete your part. Send it to PCSW who will endorse and send directly to NHSBSA.



Once you have a completed application go to Step 5: Confirm your Policy benefits.

Step 5: Confirm your Compensation Policy benefits

Step 5: Confirm your compensation scheme benefits

- Once you have submitted your Scheme Pays election form to NHSBSA and your Policy application form has been received, NHSBSA will write to you to confirm receipt of your forms.
- If there is any missing information, they will ask you for this before confirming your entitlement under the Policy.

You do not need to do anything else until you retire and request your NHSPS benefits from the NHSBSA.

However, please note that if you have applied for Policy benefits based on an estimated Scheme Pays election for the 2019/20 tax year this election will need finalising.

Receiving your Compensation Policy benefits



- Payments will be made automatically when you draw your regular NHSPS benefits – you won't need to apply for Policy benefits separately.
- As a brief overview the Policy will provide:
 - ✓ Compensation in retirement for reductions to your NHS Pension as a result of using Scheme Pays to meet a 2019/20 Annual Allowance charge
 - ✓ Payments into the same bank account as your regular NHS pension.
 - ✓ An annual statement setting out the amount you can expect to receive during the next year and a P60.
 - ✓ Payments for anyone retiring before April 2021 payments will be backdated.
 - ✓ Benefits that increase in line with your NHSPS benefits.
 - ✓ Some death benefits after retirement to reflect the NHSPS's (please note that most death benefits are not affected by Scheme Pays and therefore do not need to be compensated for by the Policy).
- For most individuals tax will be deducted at source in line with your normal NHSPS benefits. For those who were self-employed clinicians at the point of retirement, you will be responsible for the payment of any tax and/or National Insurance Contributions due, and your benefits will be paid to you gross. You will be reminded of this at retirement by NHSBSA.

Where can I find more information?

There are a number of places that you can find extra useful information :

- A comprehensive list of useful links can be found on the next page. These cover where to find more detailed information on the Policy and the Annual Allowance more generally (for example, if you're struggling to understand your Pension Savings Statements or calculating whether you have a charge).
- If you'd prefer to speak to someone you can contact the NHSBSA call centre using the details below:
 - Calling from the UK **0300 330 0012**
 - Calling from abroad **0191 279 0813**
- Your employer may be offering pensions tax support sessions, too. Please ask your local HR contact about this just to check.

Where can I find more information?

The links below may be useful for members looking for more detail on the Policy or the Annual Allowance more generally.

- On NHS Wales Employers website nhsconfed.org/NHSPensionsWales you will find:

- The infographic provided to members with a brief overview of the scheme
- The “FAQs for members” document
- Background information

- Professional Standards Authority – Which professions are regulated:

<https://www.professionalstandards.org.uk/docs/default-source/section-29/section-29-general/which-professions-are-regulated.pdf>

- NHS BSA’s Annual Allowance member hub - <https://www.nhsbsa.nhs.uk/member-hub/annual-allowance>
- NHS BSA’s Pension Savings Statement Guide - <https://www.nhsbsa.nhs.uk/sites/default/files/2019-11/Pensions%20Saving%20Statement%20Guide%20%28V2%29%2010.2019%20printable.pdf>
- NHS BSA’s Scheme Pays Election Form - <https://www.nhsbsa.nhs.uk/sites/default/files/2019-03/Annual%20Allowance%20Scheme%20Pays-SPE%202-20181217-%28V11%29.pdf>
- HMRC’s annual allowance calculator - <http://www.hmrc.gov.uk/tools/annualallowancelimit/>

If you are unsure about your financial affairs and the impact that pensions tax or the Policy could have on them we would always recommend seeking financial advice from an FCA registered advisor.