NHS

Pensions

NHS Pension Choice Exercise

Working together through Choice

Welcome

Ian Merga NHS Pensions

Every decision is personal, especially your pension.

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Agenda

- Your NHS Pension Choice A reminder
- Key differences of two sections
- What members will receive
- Role of NHS Trades Unions
- Question Time

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Your NHS Pension Choice-A reminder

- Still one NHS Pension Scheme with two sections
- NHS Pension Scheme up to 31 March 2008 is now called the 1995 Section
- Members joining for the first time on or after 1 April 2008 join the 2008 Section
- All members of the 1995 Section will have the choice to transfer to the 2008 Section

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What's the difference? In a nutshell

Feature	1995 Section	2008 Section
Normal pension age	60 (special classes 55)	65
Minimum pension age	50*	55
Pension earned	1/80	1/60
Final pay	Best of last three years	Annual average of best consecutive three in last ten
Flexible retirement options	Voluntary protected pay (new)	Partial retirement Pensionable re-employment

*55 for members starting for the first time on or after 06/04/2006 or returning on or after that date with a previous leaving date of on or before 30 March 2000

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Changes for members now in the 1995 section

Updated – retains core benefits with new ones:

- Greater flexibility on tax free lump sum
- Partner pension (for service from 1988)
- Keep survivor pensions for life
- Changes to individual contribution rates

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The 2008 section

- Normal Pension Age (NPA) 65
- Final salary pension (average of best 3 consecutive years in last 10) increased by RPI
- Flexibility on tax free lump sum – up to 25% of pension value
- Increased pension for late retirements
- Partner pensions for all membership years
- Increased options and greater flexibility in run-up to retirement

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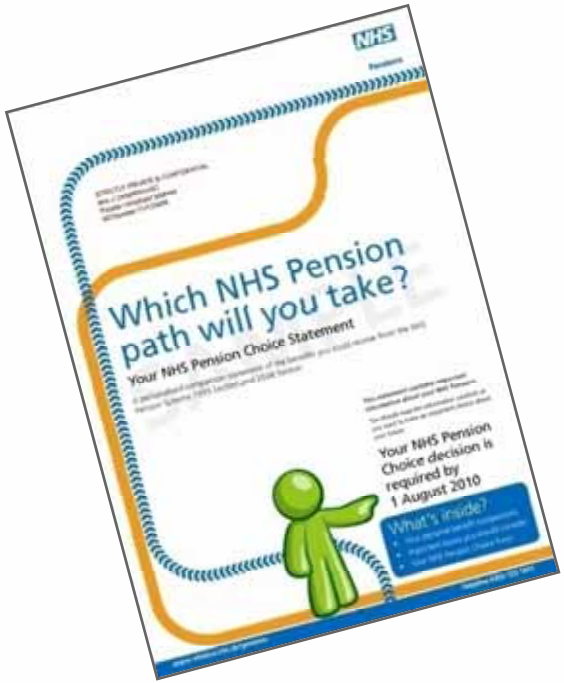
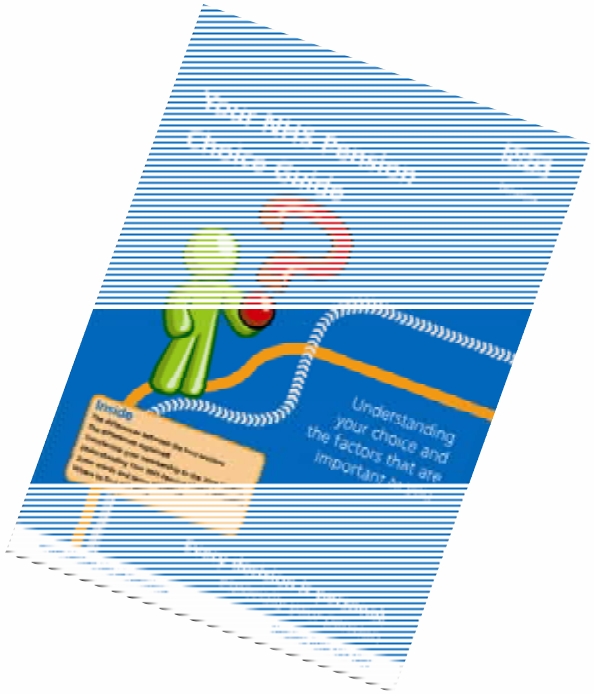
What will members receive?





Up to 4 months to make their Choice

Members who do not reply will stay in the 1995 section

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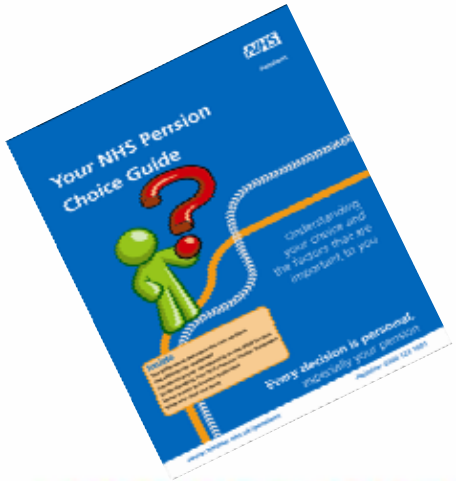
The Pension Choice Exercise

- 1.3 million packs delivered by employers
- Phased between January 2010 and March 2012
- Early adopters rolled out



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What else will be available to members?

- Modellers
- Factsheets
- FAQs
- Helpline
- Pensions Advisory Service
- www.nhsbsa.nhs.uk/pensions

NHS Pension Choice-Your role

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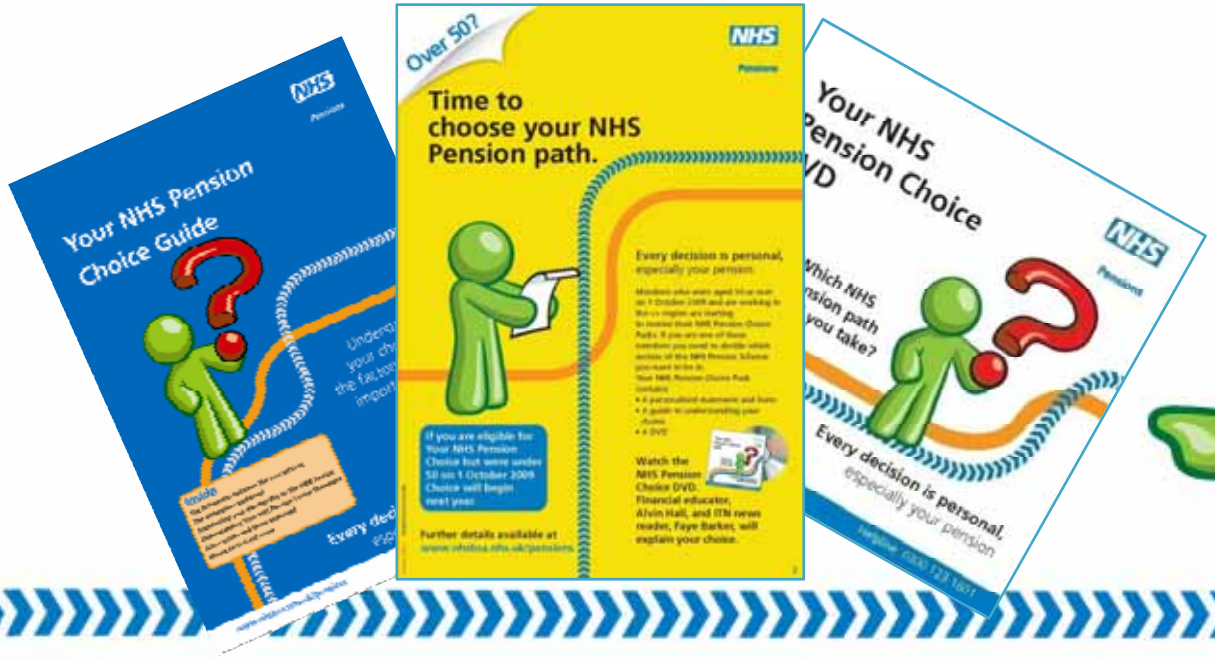
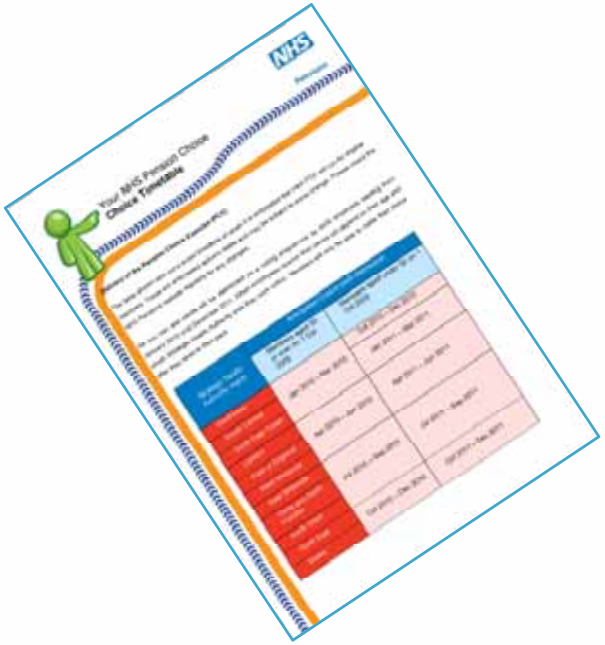
- Encourage local Trades Union representatives to get involved
- It’s a personal Choice-no advice
- Support the communications strategy
- NHS Pensions website www.nhsbsa.nhs.uk/pensions



NHS Pension Choice

- Keep Choice on the agenda
- Time off for trades union activities during Choice agreed
- Line managers – early briefings



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Leavers – who can opt-in to Choice early?

- These could be for members who are:
  - retiring from the 1995 section before they have had a Choice pack
  - being compulsorily transferred out of the NHS Pension Scheme (TUPE)
  - approaching the Scheme's maximum membership limit

NHS Pension Choice Toolkit

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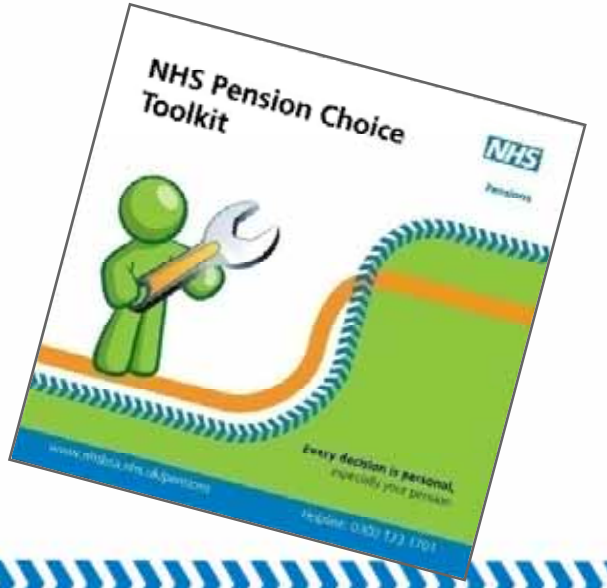
- Designed to help you manage Choice for leavers eligible to opt-in to Choice early
- Flow chart and accompanying text for each process
- Available as a hard copy and to download from the website



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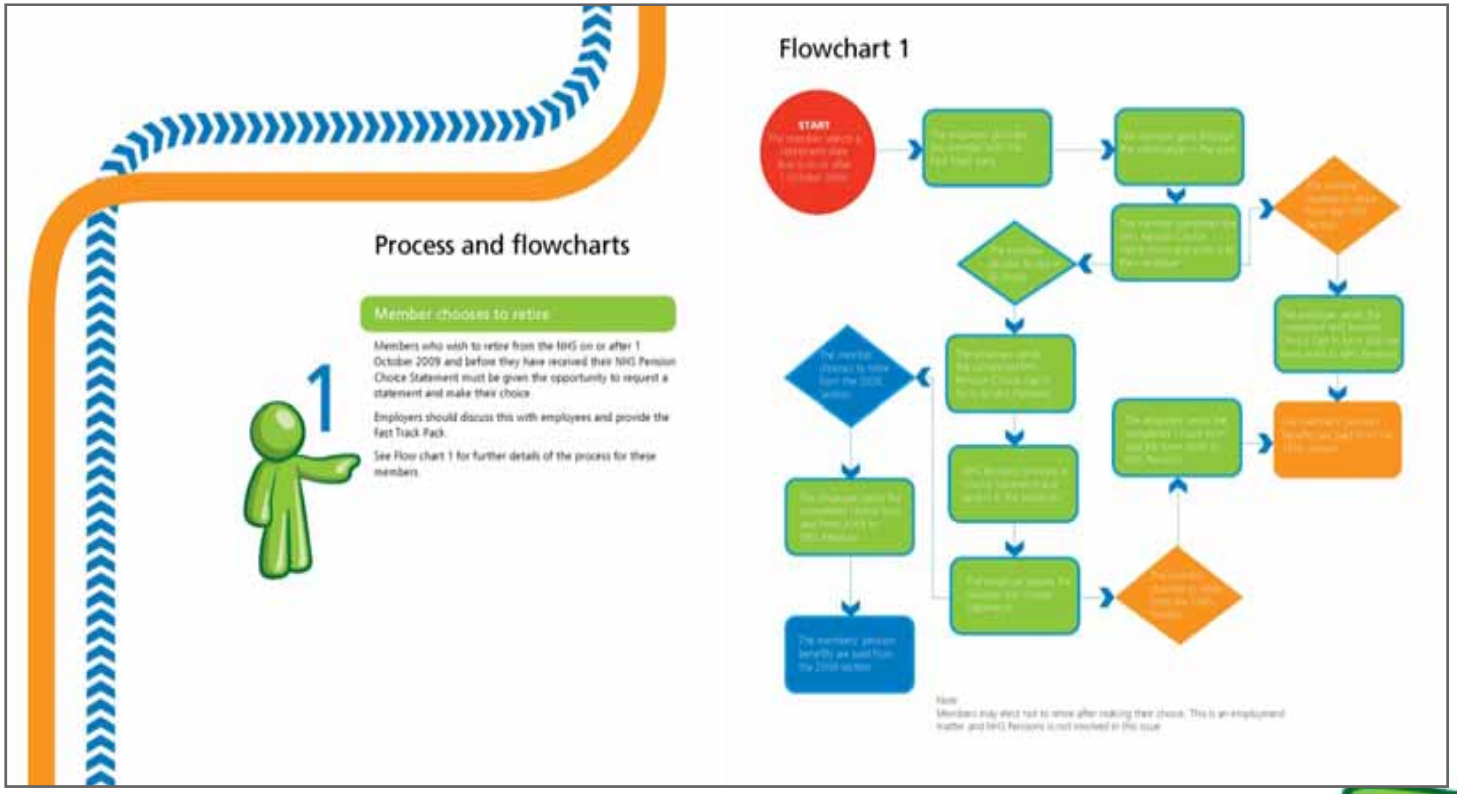
NHS Pension Choice Toolkit



Process and flowcharts

Member chooses to retire

Members who wish to retire from the NHS on or after 1 October 2009 and before they have received their NHS Pension Choice Statement must be given the opportunity to request a statement and make their choice.

Employers should discuss this with employees and provide the Fast Track Pack.

See Flow chart 1 for further details of the process for these members.

Flowchart 1

START

Note
Members may elect not to retire after making their choice. This is an employment matter and NHS Pensions is not involved in this issue.

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Useful links

- Choice website www.nhsbsa.nhs.uk/pensions
- Choice member helpline 0300 123 1601
- Choice employer helpline 0300 123 1701
- Data cleansing queries datacleanse@pensionsagency.nhs.uk.

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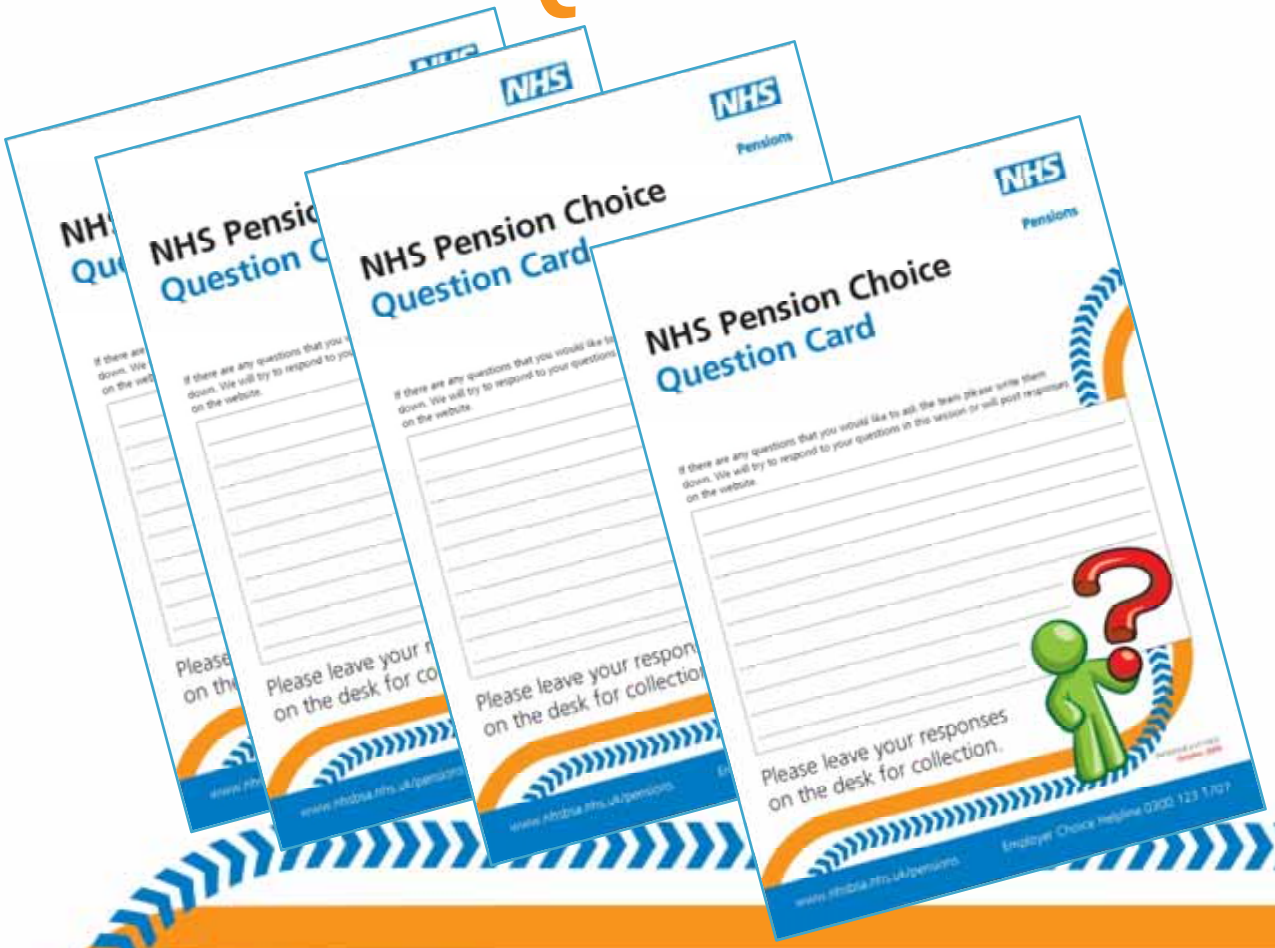
Question Time