

Cover page	
Meeting	Trust Board
Paper Title	NHS Pension Scheme Policy
Date of meeting	6 February 2020
Date paper was written	10 January 2020
Responsible Director	Rhia Boyode, Acting Workforce Director
Author	Harish Kauldhar, Associate Workforce Director - Corporate
Executive Summary	
Previously considered by	Joint Negotiation and Consultative Committee (JNCC) Policy Group. JNCC. Policy Assurance Group. Workforce Committee.

The Board is asked to:			
<input checked="" type="checkbox"/> Approve	<input type="checkbox"/> Receive	<input type="checkbox"/> Note	<input type="checkbox"/> Take Assurance
To formally receive and discuss a report and approve its recommendations or a particular course of action	To discuss, in depth, noting the implications for the Board or Trust without formally approving it	For the intelligence of the Board without in-depth discussion required	To assure the Board that effective systems of control are in place

Link to CQC domain:				
<input type="checkbox"/> Safe	<input type="checkbox"/> Effective	<input type="checkbox"/> Caring	<input type="checkbox"/> Responsive	<input checked="" type="checkbox"/> Well-led

Link to strategic objective(s)	<i>Select the strategic objective which this paper supports</i>
	<input type="checkbox"/> PATIENT AND FAMILY Listening to and working with our patients and families to improve healthcare <input type="checkbox"/> SAFEST AND KINDEST Our patients and staff will tell us they feel safe and received kind care <input type="checkbox"/> HEALTHIEST HALF MILLION Working with our partners to promote 'Healthy Choices' for all our communities <input checked="" type="checkbox"/> LEADERSHIP Innovative and Inspiration Leadership to deliver our ambitions <input checked="" type="checkbox"/> OUR PEOPLE Creating a great place to work
Link to Board Assurance Framework risk(s)	<b>RR 423</b> If we do not get good levels of staff engagement to get a culture of continuous improvement then staff morale & patient outcomes may not improve

Equality Impact Assessment	<input checked="" type="radio"/> Stage 1 only (no negative impact identified) <input type="radio"/> Stage 2 recommended (negative impact identified and equality impact assessment attached for Board approval)
Freedom of Information Act (2000) status	<input checked="" type="radio"/> This document is for full publication <input type="radio"/> This document includes FOIA exempt information <input type="radio"/> This whole document is exempt under the FOIA
Financial assessment	No

## Main Paper

### Situation

Working with Staff Side colleagues we continue to make great progress in moving forward our policy review agenda. A suite of leave policies have been reviewed and agreed and set out the various ways that make up the Trust's approach to help staff balance work and home life.

### Background

A 5 year policy development programme was agreed by Trust board in Autumn 2017. We are making positive progress towards this plan this year.

### Assessment

The NHS Pension Scheme document (**included in Supplementary Information Pack**) summaries the main benefits to which staff may be entitled based on the NHS Pension Scheme Regulations that govern the 2 Schemes:

- The 1995/2008 NHS Pension Scheme for England and Wales;
- The 2015 CARE NHS Pension Scheme.

The regulations for both Schemes are determined nationally and cannot amended locally at Trust level.

NB the document is not designed to be a comprehensive guide to the scheme, staff signposted in the policy, should they need further information, e.g. with and through the Pensions Team.

There are currently two NHS Pension Schemes open to staff:

### Recommendation

The Board are asked to ratify the Policy.