

NHS Pension Scheme: proposed uplifts to the member contribution tier thresholds from 1 October 2022

With a membership of close to half a million registered nurses, midwives, health visitors, nursing students, health care assistants and nurse cadets, the Royal College of Nursing (RCN) is the voice of nursing across the UK and the largest professional union of nursing staff in the world.

1. Do you agree or disagree that the proposed pensionable earnings thresholds in the member contribution structure set out in table 2 of this consultation correctly reflect the AfC pay award for England?

1.1. The RCN agrees that the proposed pensionable earnings thresholds at table two correctly reflect the AfC pay award for England.

2. Do you agree or disagree that the draft amending regulations give effect to the policy intentions set out in this document?

2.1. The RCN is supportive of the intention to uplift member contribution tiers in line with current and future AfC pay awards. We agree that amending the regulations in this way will maintain pay yield and reduce the possibility of members experiencing a take-home pay reduction as a result of crossing contribution tiers.

2.2. The RCN is however concerned by the planned member contribution rises for some members in October 2022 and April 2023. The effect of these measures will be to create a take-home pay reduction for some members, and, on this basis, the RCN does not agree that policy intentions are met in this regard.

2.3. The RCN believes that increases to member contribution rates devalue the 2022 pay award considerably. Some members will lose up to 50% of their pay award to additional pension contributions. This scenario is not desirable at any time but is especially unwelcome during a cost-of-living crisis.

For further information, please contact:

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