

Step 1

Define the aims of the policy

Title of policy	Reform of pension provision for NHSScotland
Name of Branch or Division	Policy Branch/Employment and Retention
Department or Agency	Scottish Public Pensions Agency/Health Workforce Directorate, Scottish Government

What is the purpose of the proposed policy (or changes to be made to the policy)?	<ul style="list-style-type: none"> • Reflect changes to underpinning UK pension taxation legislation. • Ensure the pension scheme reflects the requirements of equality legislation, particularly age discrimination. • Ensure the pension scheme reflects the needs of a modern workforce and the recruitment retention needs of employers. • Implement the UK Public Services Forum agreement on normal pensions ages for the NHS.
Who is affected by the policy or who is intended to benefit from the proposed policy and how?	<ul style="list-style-type: none"> • All employees of NHSScotland Health Boards, GPs and their practice staff and GDPs. • All NHSScotland employers. • Benefits are a modernised, improved and sustainable pension scheme.
How have you, or will you, put the policy into practice, and who is or will be responsible for delivering it?	<ul style="list-style-type: none"> • Pension reform will be delivered from 1 April 2008. • The Scottish Public Pensions Agency and NHSScotland employers are responsible for delivery.
How does the policy fit into our wider or related policy initiatives?	<ul style="list-style-type: none"> • Occupational health strategies - ill health retirement can be the end point of the OH policies. • Gender Duty – the scheme has been extended to civil and non married partners. • Work life balance – pension reform will enhance opportunities for flexible working patterns.

	<ul style="list-style-type: none">• Will encourage participation in the workplace by older workers• Overall reward package – pensions are a valuable part of the overall NHS reward package.
Do you have a set budget?	<ul style="list-style-type: none">• No. Costs of NHS pensions are met by employer and employee contributions. The necessary levels are assessed on a cyclical basis.

Step Two

What do you already know about the diverse needs and/or experiences of your target audience?

Do you have information on				
Age	Yes	X	No	
Disability	Yes		No	X
Gender	Yes	X	No	
Lesbian, Gay, Bisexual & Transgender	Yes		No	X
Race	Yes		No	X
Religion and Belief	Yes		No	X

Age	<p>The age distribution of the pension scheme is comparative to the distribution within the NHSScotland workforce-</p> <table border="1"> <thead> <tr> <th>Age</th> <th>NHSSS(%)⁽¹⁾</th> <th>Workforce (%)⁽²⁾</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>15</td> <td>15</td> </tr> <tr> <td>31-40</td> <td>25</td> <td>24</td> </tr> <tr> <td>41-50</td> <td>33</td> <td>34</td> </tr> <tr> <td>51-60</td> <td>23</td> <td>21</td> </tr> <tr> <td>60+</td> <td>4</td> <td>6</td> </tr> </tbody> </table> <p>It would therefore appear that there are no issues of age equality acting as barriers to pension scheme membership.</p>	Age	NHSSS(%) ⁽¹⁾	Workforce (%) ⁽²⁾	Under 30	15	15	31-40	25	24	41-50	33	34	51-60	23	21	60+	4	6
Age	NHSSS(%) ⁽¹⁾	Workforce (%) ⁽²⁾																	
Under 30	15	15																	
31-40	25	24																	
41-50	33	34																	
51-60	23	21																	
60+	4	6																	
Disability	There is no data regarding those reporting a disability among pension scheme membership nor the NHS workforce as a whole.																		
Gender	<p>Gender split in the NHSScotland workforce is comparative to the gender split of the pension scheme membership-</p> <p>Workforce⁽³⁾: Male – 22% Female – 78% Scheme ⁽⁴⁾: Male – 22% Female – 78%</p> <p>It would therefore appear that there are no issues of gender equality acting as barriers to pension scheme membership.</p>																		
Lesbian, Gay, Bisexual & Transgender	<ul style="list-style-type: none"> • There is no data regarding the sexual orientation of pension scheme members. • There is no data regarding this for NHSScotland workforce generally. • Scotland - for Scotland as a whole it is 																		

¹ Source : Scottish Public Pensions Agency

² www.isdscotland.co.uk

³ www.isdscotland.co.uk

⁴ Source : Scottish Public Pensions Agency

	<p>estimated that 5-7% of the population is lesbian, gay or bisexual (however there is no hard data because no national census has ever asked people to define their sexuality)⁽⁵⁾</p>
Race	<ul style="list-style-type: none"> • There is no data regarding the race of the pension scheme membership. • NHSScotland Workforce - for the NHSScotland workforce as a whole it is reported that⁽⁶⁾: <ul style="list-style-type: none"> - 36.7% are white Scottish; - 5.7% are white other British; - 0.5% are white Irish; - 2.3% are other white; - 0.6% is Indian; - 0.1% is Pakistani; - 0.03% is Bangladeshi; - 0.1% is Chinese; - 0.2% is other Asian; - 0.04 is Caribbean; - 0.2% is African; - 0.03% are other black. <p>NOTE: 50% of all staff is not accounted for and their ethnic group is unknown.</p>
Religion and Belief	<ul style="list-style-type: none"> • There is no data on the religion and belief of the pension scheme membership • NHSScotland workforce⁽⁷⁾ - for the NHSScotland workforce as a whole it is reported that; <ul style="list-style-type: none"> - 16.7% are Church of Scotland; - 5.8% Roman Catholic; - 3.9% Christian other; - 0.4% Hindu, - 0.3% Muslim; - 0.1% Buddhist; - 0.06% Sikh; and - 0.04 Jewish.

⁵ Source: Scottish Government Health Workforce Directorate.

⁶ www.isdscotland.co.uk

⁷ www.isdscotland.co.uk

Step Three

Do you have enough information to help you understand the diverse needs and/or experiences of your target audience?

If not, what else do you need to know?

Age	Do you have enough information to proceed?	Yes	
We have information on the breakdown of the pension scheme membership by age.			
Disability	Do you have enough information to proceed?	Yes	
No information exists around disability of the pension scheme membership. However, ill health retirement is being covered as part of the separate review.			
Gender	Do you have enough information to proceed?	Yes	
We have information on the gender breakdown of the pension scheme membership.			
Lesbian, gay, bisexual and transgender	Do you have enough information to proceed?	Yes	
No information exists for the pension scheme membership. However, the introduction of civil partner and partner pensions (including same sex) addressed identified equality issues.			
Race	Do you have enough information to proceed?	Yes	
We have no information on the race of the pension scheme membership. There are currently no known equality issues.			
Religion and Belief	Do you have enough information to proceed?	Yes	
We have no information on religion or belief for the pension scheme membership. Consideration should be given to a piece of work certain whether religious belief has an effect on the decision of staff whether or not to join the scheme. However, there are no equality issues which have been highlighted, and this should not therefore hold up reform.			

Step Four

What does the information you have tell you about how this policy might impact positively or negatively on the different groups within the target audience?

Age	<ul style="list-style-type: none">• As stated previously, the age distribution of the scheme reflects the distribution within the workforce. There is nothing within the reforms which we would expect to change that.• Age limits have been removed; link between age and service broken.• Increased retirement flexibilities will encourage continued participation in the workplace by older staff.• It is the view of the review that some differences between the existing and new scheme which could affect age – such as red circling of normal pension age 60 for existing members and pensionable re-employment in new scheme only - can be objectively justified. However, this will have to be monitored.
Disability	Key issues are covered in the separate review of ill health retirement benefits.
Gender	<ul style="list-style-type: none">• As stated previously, the gender split within the scheme reflects the split within the workforce. There is nothing within the reforms which we would expect to change that.• Implementation of tiered arrangements increases the rates of the higher earners (disproportionately male) while reducing the contributions of the lower paid workers (disproportionately female) This helps to equalise the contributions : benefits ratio.• As it is predominantly women who take longer career breaks, they may be disproportionately affected by the five year rule which bars returners from retaining

	<p>membership of the old scheme. Assessment of effect will be required as part of the governance arrangements for cyclical valuation.</p> <ul style="list-style-type: none"> • Female members have cover for partners only back to 1988 (in line with UK legislation). New scheme will permit all service to count, and female members can buy back service in the existing scheme.
Lesbian, Gay, Bisexual & Transgender	There are no identifiable equality issues with sexual orientation.
Race	There are no identifiable equality issues with race.
Religion and Belief	<p>There have been no equality issues identified in the NHS scheme in relation to religion and belief during policy development and consultation.</p> <p>However, there is anecdotal evidence from other public service schemes that some Muslim faiths may not join pension schemes due to Sharia law.</p> <p>While there is no evidence of this in the NHS, it may be worthwhile undertaking a piece of work to establish whether or not religion or belief are a barrier to joining the scheme. If any are identified, it is likely that an information exercise would be required, rather than a policy change (the Sharia law issue is about investment and profit, whereas the NHS scheme is an unfunded scheme).</p>

Step Five

Will you be making any changes to your policy?

Are there any changes?	Yes	No	✓
Age	Yes	No	✓
Disability	Yes	No	✓
Gender	Yes	No	✓
Lesbian, Gay, Bisexual & Transgender	Yes	No	✓
Race	Yes	No	✓
Religion and Belief	Yes	No	✓

- Gender – the position of over 5 year returners will be monitored.
- Age - red circling of the normal pension age for existing staff will be monitored
- An exercise should be considered in relation to religion and belief.

Step Six

Does your policy provide the opportunity to promote equality of opportunity or good relations by altering the policy or working with others?

Age	Yes	X	No	
Disability	Yes		No	X
Gender	Yes	X	No	
Lesbian, Gay, Bisexual & Transgender	Yes	X	No	
Race	Yes		No	X
Religion and Belief	Yes		No	X

Age	Increased retirement flexibilities will encourage continued participation in the workplace by older staff.
Disability	
Gender	Civil and same sex partners will have the same dependents rights as married couples.
Lesbian, Gay, Bisexual & Transgender	See above
Race	
Religion and Belief	

Step Seven

Based on the work you have done - rate the level of relevance of your policy

Tick one box for each strand

	Age	Disability	Gender	LGBT	Religion and belief	Race
High •	X		X			
Medium •				X		
Low •		X			X	
Unknown No evidence or data has been collected therefore an assessment cannot be made						X

Step Eight

Is a further impact assessment required?

Age	Yes	X	No	
Disability	Yes		No	X
Gender	Yes	X	No	
Lesbian, Gay, Bisexual & Transgender	Yes		No	X
Race	Yes		No	X
Religion and Belief	Yes	X	No	

If you have answered yes please explain why

Some age and gender related issues, as outlined above, while require monitoring. Data will become available after the first cyclical valuation of the pension scheme after reform.

An exercise on religion and belief should be considered.

If you have answered no but have identified a high impact on policy please explain your decision

Step Nine

Please explain how you will monitor and evaluate this policy/function or strategy to measure progress?

Please explain how monitoring will be undertaken, when it will take place and who is responsible for undertaking it.

A UK governance group will be established to oversee the outcome of the cyclical valuation. This will also pick the monitoring of equality issues.

For further partnership discussion.

DATABASE PAGE

Sign off and authorisation page

You should have completed the following steps:

Impact Assessment Steps 1-9	Yes	No
1. Defined the aims of your policy	X	
2. Identified what we already know (i.e. what does the existing evidence base tell us?)	X	
3. Identified what more we need to know (i.e. what gaps have we identified in our evidence base?)	X	
4. Analysed the evidence (i.e. what does this all mean in relation to our policies?)	X	
5. Considered any necessary changes & identified action (i.e. will you be taking action to make any changes? If yes, what, when and who? If not, what are your reasons for not taking any action?)	X	
6. Identified opportunities to promote equality	X	
7. Measured differential impact		X
8. Assessed whether further impact assessment work is needed	X	
9. Outlined arrangements for monitoring & evaluation	X	

This form should be completed by the officer who is responsible for completing the assessment.

The impact assessment should now be authorised by either the Division or Group Head or equivalent.

Policy Title	Reform of Pension Provision for NHSScotland
Name of Branch or Division	Health Workforce Directorate, Pay, Pensions and Benefits Realisation
Department or Agency	Scottish Government Health Directorates/Scottish Public Pensions Agency
We have completed the equality impact assessment for this policy.	Name: John Hannah Position: Senior Policy Officer Date: 19 May 2008
Department authorisation	Name: Colin McGowan Position: Acting Assistant Director Date: 19 May 2008

On completion of this step, the equality impact assessment will be published on the Scottish Executive website.