**EXPLANATORY MEMORANDUM TO**

**The Health and Personal Social Services (Superannuation), Health and Care (Pension Scheme) (Amendment) Regulations (Northern Ireland) 2015**

**S.R. 2015 No. 56**

## 1. Introduction

1.1. This Explanatory Memorandum has been prepared by the Department of Health, Social Services and Public Safety (DHSSPS) to accompany the Statutory Rule (details above) which is laid before the Northern Ireland Assembly.

1.2. The Statutory Rule is made under Articles 12(1) and (2), 14(1), (2) and (3) of, and Schedule 3 to, the Superannuation (Northern Ireland) Order 1972, and is subject to the negative resolution procedure.

## 2. Purpose

The key purpose of the amendments is to introduce beneficial changes that will alter the pay/earnings bands for member contributions for the scheme year 2014/15 to reflect changes to Agenda for Change pay spine point 16.

## 3. Policy Background – What is being done and why

3.1. The Agenda for Change (AfC) pay award requires a small adjustment to the AfC pay spine point 16 to ensure that those on spine point 15 will have the opportunity to receive an incremental pay increase of 1% in 2014-15. Failing to reflect this change in the member contribution tables would have led to some members paying an additional 1.5% pension contribution for a 1% increase in pay.

## 4. Consultation

4.1. The changes introduced by this statutory rule have been subject to statutory consultation which commenced on the 19 December 2014 and ended on the 23 January 2015. Among those consulted were HSC Trade Unions representatives; HSC Employers; HSC Pension Service (Scheme Administrators); DFP; the Government Actuary Department and HM Treasury.

4.2. No responses were received.

## 5. Equality Impact

5.1. The Department concluded that the new arrangements were not likely to have a significant impact on equality of opportunity for any group referred to in section 75 of the Northern Ireland Act 1998 and therefore a full EQIA was not recommended.

## 6. Regulatory Impact

6.1. A regulatory impact assessment has not been produced for this rule as it has no impact on the costs of business, charities or the voluntary sector.

## 7. Financial Implications

7.1. None.

## 8. Section 24 of the Northern Ireland Act 1998

8.1. Legal advice confirms that the provisions of this rule comply with section 24 of the Northern Ireland Act 1998.

## 9. EU Implications

9.1. Not appropriate

## 10. Parity or Replicatory Measure

10.1. The amendments proposed mirror provisions introduced in England & Wales.

## 11. Additional Information

11.1. Not applicable.