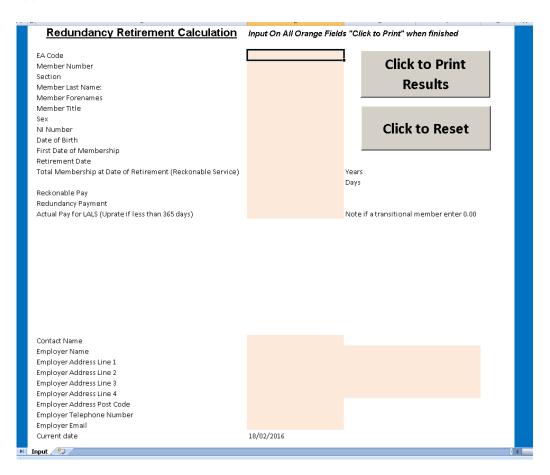
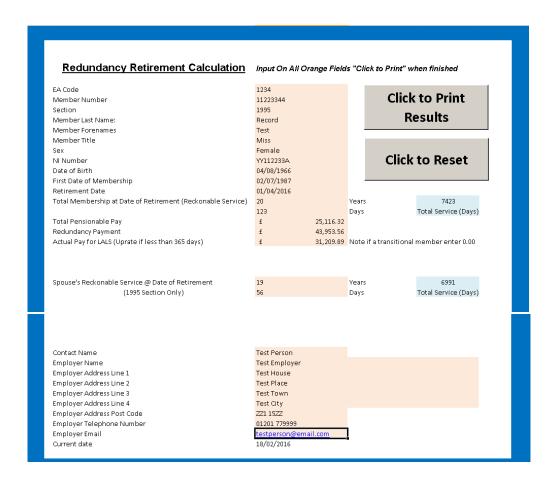


NHS Pensions - Redundancy estimates calculator 2016

How to use the Redundancy calculator

This calculator can be used for 1995/2008 Scheme and 2015 Scheme redundancy estimates (see Appendix 1 for a list of exclusions).





To produce a Redundancy estimate, the following fields will need to be completed:

Name of Input Field	Input
EA Code	The Employing Authority Code (e.g. 5814)
Member Number	This is the member's NHS Pension (SD)
	reference number (e.g. SD11012345)
Section	This is a drop down menu item to enter the NHS
	Section / Scheme that the member is in (e.g.
	1995, 2008 or 2015).
Member Last Name	Member's last name
Member Forenames	Member's forenames
Member Title	Member's title (e.g. Mr, Mrs, Miss, Dr, etc.)
Sex	A drop down menu option to select 'Male' or
	'Female'
NI Number	National Insurance number
Date of Birth	Date of birth (in the format DD/MM/YYYY)
First Date of Membership	Date that the member joined the Scheme (in the
	format DD/MM/YYYY)
Retirement Date	The Retirement Date is the day after the last day
	of service (e.g. if the last day of service is
	31 March 2016, the Retirement Date entered is
	01/04/2016)
Total Membership at Date of retirement	There are separate fields for the number of

(reckonable Service)	years and days 'Reckonable Service'. For part
	time members this will be the whole time
	equivalent service. Please leave blank if the
	estimate is for a member of the 2015 Scheme.
Total Pensionable Pay	The member's reckonable pay is entered here
	For members who are part time this should be
	the whole time equivalent pay. Please leave
	blank if the estimate is for a member of the 2015
	Scheme.
Redundancy Payment	The redundancy payment amount. * See note
	about the redundancy payment limit.
Actual Pay for LALS (Uprate if less than 365	This is the member's actual pay that is used to
days)	calculate the Lump Sum on Death.
Spouse's Reckonable Service @ Date of	These fields appear for female members of the
Retirement	NHS Pension Scheme. Only 'Reckonable
	Service' from 6 April 1988 should be entered
	here. If the member doesn't have any NHS
	Pension Scheme membership prior to 6 April
	1988, this will be the same as the 'Total
	Membership at Date of Retirement (reckonable
	service)'.

There are also fields for the employer to enter their contact details (see below).

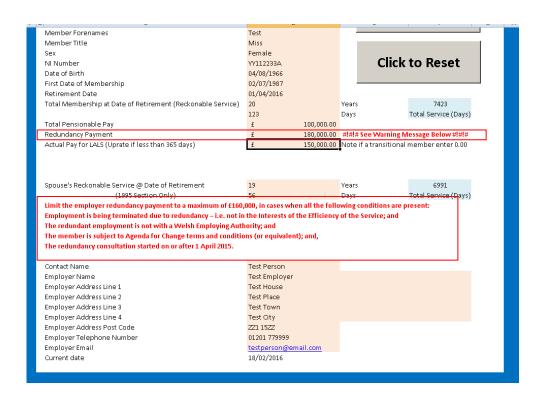


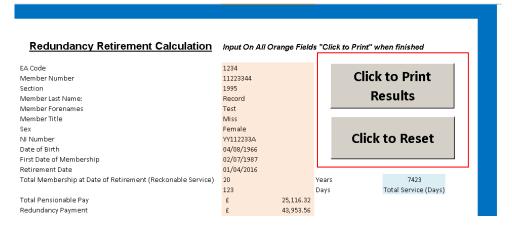
Redundancy payment limit

A warning message will appear on the calculator if an amount of more than £160,000.00 is entered. The redundancy payment should be limited to £160,000 for members where all the following conditions are met:

- The employment is being terminated due to redundancy (i.e. not in the Interests of the Efficiency of the Service); and
- The redundant employment is not with a Welsh Employing Authority; and
- The member is subject to Agenda for Change terms and conditions (or equivalent); and,
- The redundancy consultation started on or after 1 April 2015.

If the above conditions are not satisfied, the £160,000 redundancy payment limit does not apply. In these circumstances the employer is responsible for meeting the difference between the redundancy pay and the full capitalisation costs, if any.





If all the correct information has been input, select 'Click to Print Results'. The outputs, including a letter with the available options, will then be printed.

Once all action has been completed, 'Click to Reset' will clear the calculator ready to be used again.

Appendix 1

Redundancy calculator exclusions

The Redundancy calculator cannot be used if any of the following conditions apply:

- Pensions on Divorce Debits or Credits,
- Immediate Pensions Increase applies (e.g. final year's pay is not the best or the member has preserved their benefits due to a reduction in pay),
- Added Years,
- Additional Pension,
- 1995 Section Male members with membership prior to 06/04/1988 and have made a Partner Nomination or in a same sex marriage.
- Special Class members with a Normal Pension Age of 55.
- The member is not subject to Agenda for Change terms and conditions.
- Mental Health Officer Members with 20 years membership.