

Primary care networks and NHSPS access

The table below outlines the NHS Pension Scheme access rules for the most common types of PCN/ARRS (Primary Care Network/Additional Role Reimbursement Scheme) scenarios. For illustration purposes only the (hypothetical) PCN in the table below comprises of four GP (GMS/PMS/APMS) Practices (A, B, C, and D) and possibly another organisation; e.g. 'Company W' or 'Federation W'. In total 8 new staff are being employed. The commissioner is NHS England or the local delegated CCG.

Scenario	PCN/ARRS MODEL	NHSPS ACCESS	NOTES
1	<p>Practice A is the fund holder and employs all of the 8 new staff.</p> <p>Practice A allocates the funding amongst the PCN; i.e across all 4 Practices.</p> <p>The Practice A staff may work across all the Practices.</p>	<p>All 8 employees have NHSPS access.</p> <p>The non-GP salaried employees are Practice Staff in NHSPS terms.</p> <p>Any salaried GPs are type 2 medical Practitioners and must complete their pension forms every year. .</p> <p>Where a freelance GP locum is deputising for an absent GP (or engaged on a temporary basis) they may pension their income.</p>	<p>Practice A is the EA (NHSPS Employing Authority) for the Practice Staff.</p> <p>NHSE/PCSE is the EA for the salaried GPs however Practice A must submit a revised estimate of pensionable income form listing any new GPs.</p> <p>The Practice Partners at all 4 Practices must pension the profitable element of the additional PCN/ARRS funding.</p> <p>If Practice A is reimbursed by Practices B, C, and D, in respect of the 8 staff Practice A cannot pension the reimbursed income because it would mean it has been pensioned twice.</p>

Scenario	PCN/ARRS MODEL	NHSPS ACCESS	NOTES
2	<p>Practice A is the fund holder and allocates the funding across the PCN.</p> <p>Each of the four Practices employs 2 new staff. The staff may work across the PCN or work within their own Practices.</p>	<p>All 8 staff has NHSPS access.</p> <p>The non-GP salaried employees are Practice Staff in NHSPS terms.</p> <p>Any salaried GPs are type 2 medical Practitioners and must complete their pension forms every year.</p> <p>Where a freelance GP locum is deputising for an absent GP (or engaged on a temporary basis) they may pension their income.</p>	<p>Practice A is the EA for its Practice Staff.</p> <p>The same applies for Practices B, C, & D.</p> <p>NHSE/PCSE is the EA for the Practice based salaried GPs but the Practices must submit a revised estimate of pensionable income form listing any new GPs.</p> <p>The Practice Partners must pension any profitable element of the additional funding.</p> <p>Any reimbursement between the Practices is not pensionable.</p>
3	<p>Company W/Federation W is the fund holder/disclosed agent but is not an EA (NHSPS Employing Authority). It directly employs the 8 new staff.</p> <p>Company W/Federation W retains some or all the PCN funding to cover their overheads including the 8 new staff.</p> <p>The 8 Company W/Federation W staff work across the PCN.</p>	<p>The 8 Company W/Federation W employees do not have automatic access to the NHSPS because the Company/Federation is not an EA.</p> <p>The employed staff may be afforded temporary access to the NHSPS until 31 March 2021 under a Direction/Determination order however only if they are directly assisting in the performance of GMS/PMS/APMS/PCN/ARRS.</p> <p>Any self-employed individuals (including GPs) working for the Company/Federation do not have NHSPS access.</p>	<p>If Company W/Federation W wants the 8 staff to have access to the NHSPS it must apply to the NHSBSA's Scheme Access Team for temporary Direction/Determination status.</p> <p>The (A, B, C, & D) Practice Partners must pension any profitable element of the PCN funding.</p>

Scenario	PCN/ARRS MODEL	NHSPS ACCESS	NOTES
4	<p>Company X/Federation X is the nominated fund holder/disclosed agent and is a classic APMS/EA (NHSPS Employing Authority) because it already holds an APMS contract and all the shareholders are GPs. It directly employs the 8 new staff.</p> <p>Company X/Federation X retains some or all of the PCN funding to cover their overheads including the 8 new staff.</p> <p>The 8 employees work across the PCN.</p>	<p>All 8 employees have NHSPS access.</p> <p>The non-GP salaried employees are Practice Staff with Company X/Federation X as their EA. The EA in respect of any GPs is NHSE/PCSE.</p> <p>Any salaried GPs are type 2 medical Practitioners and must complete their pension forms every year.</p> <p>Where a freelance GP locum is deputising for an absent GP (or engaged on a temporary basis) they may pension their income.</p>	<p>NHSPS access is allowed because there has been a variation to the existing APMS contract held by Company X/Federation X.</p> <p>Company X/Federation X must submit a revised estimate of pensionable income form listing any new GPs.</p> <p>Company X/Federation X and the 4 Practices must pension any PCN/ARRS profits.</p> <p>If Company X/Federation X is reimbursed by the any of the 4 Practices in respect of the 8 staff it cannot pension the reimbursed income because it would mean it has been pensioned twice.</p>
5	<p>Company Y/Federation Y is the nominated fund holder/disclosed agent and is an Independent Provider/EA because it holds an APMS contract but not all the shareholders are GPs.</p> <p>Company Y/Federation Y directly employs the 8 new staff who all work across the PCN.</p> <p>Company Y/GP Federation Y retains some or all of the PCN funding to cover its overheads including the 8 new employed staff.</p>	<p>All 8 staff have NHSPS access assuming that their PCN/ARRS work falls within Company Y's/ Federation Y's APMS remit.</p> <p>All 8 staff are Officers including any salaried GPs.</p> <p>Because all of the staff are employees the Company/Federation is their EA including any salaried GPs.</p> <p>Self-employed individuals (including GPs) do not have NHSPS access.</p>	<p>NHSPS access is allowed because there has been a variation to the APMS contract.</p> <p>Company Y/Federation Y must comply with Independent Provider pension legislation.</p> <p>The 4 Practices must Practices must pension any PCN/ARRS profits.</p>

Scenario	PCN/ARRS MODEL	NHSPS ACCESS	NOTES
6	<p>Company Z/Federation Z is the nominated fund holder/disclosed agent and is an Independent Provider/EA because it holds a NHS Standard contract.</p> <p>Company Z/Federation Z employs the 8 new staff who across the PCN.</p> <p>Company Z/Federation Z retains some or all of the PCN funding to cover their overheads including the 8 new staff</p>	<p>There is no automatic NHSPS access because the staff are not spending more than 50% of their time on the Standard contract.</p> <p>They may be afforded temporary access to the NHSPS until 31 March 2021 under a Direction/Determination order if they assisting in the performance of PMS/APMS/PCN/ARRS.</p> <p>All 8 staff would be Officers including salaried GPs.</p> <p>Self-employed individuals, including GPs do not have NHSPS access.</p>	<p>If Company Z/Federation Z wants the 8 staff to have access to the NHSPS it must apply to the NHSBSA's Scheme Access Team for temporary Direction/Determination status.</p> <p>The Practices must pension any profitable element of the PCN/ARRS funding.</p>
7	<p>A NHS Trust/Foundation Trust is the nominated fund holder/disclosed agent and directly employs the 8 new staff who work across the PCN.</p> <p>The Trust/Foundation Trust retains some or all of the funding to cover their overheads.</p>	<p>All 8 Trust employees, including any salaried (employed) GPs, are Officers in NHSPS terms.</p> <p>Any self-employed individuals (including GPs) working for the Trust do not have NHSPS access.</p>	<p>All 8 employees are Officers regardless of their duties or location.</p> <p>The Practices must pension any profitable element of the PCN/ARRS funding.</p>

Scenario	PCN/ARRS MODEL	NHSPS ACCESS	NOTES
8	<p>All 4 Practices (A, B, C, and D) receive the additional funding either individually or via one PCN fund holder bank account.</p> <p>The 8 new staff are jointly employed by all 4 Practices and work across the network.</p>	<p>Because a PCN is not an Employing Authority the non-GP staff only have access to the NHSPS (as Practice Staff) if they have 4 individual part-time contracts of employment with each of the 4 Practices.</p> <p>Any salaried GPs may only have NHSPS access</p> <p>if they have individual part-time contracts of employment with each of the 4 Practices. They must complete their pension forms every year.</p>	<p>If there are 4 individual part-time Practice Staff contracts of employment any (aggregated) hours in excess of whole-time are not pensionable.</p> <p>A salaried GP's pensionable pay is not restricted to whole-time.</p> <p>The EA in respect of the GPs is NHSE/PCSE.</p> <p>The Practices must submit a revised estimate of pensionable income form listing any new GPs.</p> <p>The Practice Partners must pension any profitable element of the additional funding.</p> <p>Any reimbursement amongst the 4 Practices is not pensionable otherwise it would mean it has been pensioned twice.</p>

NOTES: Where a GP Provider in one of the four Practices is appointed as the PCN Clinical Director they declare any additional income on their Certificate Of Pensionable Income. Where a non-GP is appointed as the PCN Clinical Director they must be an employee to qualify for NHSPS membership.