



Pensions Taxation Resources

This document brings together guidance to help support College and Faculty members concerned about pensions taxation. Our purpose is to share existing resources about flexibilities. The Academy does not promote or endorse any particular option. Doctors should seek independent financial advice about their specific financial position.

NHS Employers

Pension taxation slide pack

A useful introduction to the issues – aimed at boards

<https://www.nhsemployers.org/case-studies-and-resources/2019/11/pension-taxation-board-slide-pack>

Annual allowance briefing

To support conversations with affected staff

<https://www.nhsemployers.org/case-studies-and-resources/2019/08/annual-allowance-a-guide-to-options-for-affected-staff>

Pension tax guidance for employers

Local measures to support staff and service delivery during the 2019/20 financial year

https://www.nhsemployers.org/-/media/Employers/Publications/Reward/Pension-tax-guidance_September2019.pdf

Annual allowance – a quick guide to options for affected staff

<https://www.nhsemployers.org/case-studies-and-resources/2019/08/annual-allowance-a-guide-to-options-for-affected-staff>

Annual allowance – key dates and actions infographic for staff

<https://www.nhsemployers.org/-/media/Employers/Publications/Reward/NHSE-Annual-allowance-key-dates-and-actions.pdf>

List of organisations able to give expert guidance and advice (an updated version will be published at the end of November)

<https://www.nhsemployers.org/pay-pensions-and-reward/pensions/nhs-pension-scheme/annual-and-lifetime-allowances/access-to-guidance-and-advice>

BMA

Response to pension flexibilities proposals

<https://www.bma.org.uk/-/media/files/pdfs/employment%20advice/pensions/bma-consultant-pension-flexibilities-sept-19.pdf?la=en>

BMJ

'Pension crisis: trusts take matters in their own hands'

Features examples of actions taken by trusts

<https://www.bmj.com/content/366/bmj.l5173>

Health Service Journal

HSJ Health Check podcast: 'The Pauline Philip letter – trusts told to do whatever it takes' (8 Nov 2019)
Discussion of the pension tax crisis including impact on service provision

https://www.hsj.co.uk/hsj-health-check-podcast/hsj-health-check-podcast-the-pauline-philip-letter-trusts-told-to-do-whatever-it-takes/7026331.article?mkt_tok=eyJpIjoiTWpJMU1EUXdPVFUyWWpSayIsInQiOiJ4Q29zRjBuREJJSTVMc0Z3dEhWkzV1dnVMaytsRytyYzFmVk1CSXJTSXprZnlyT1dvMmFIQlFxbWVSDNDQ2FBXC9GOTVVRjBDMzFLR1VUUUNZU3VSRmV4SWdzQ29WVkrR1NncxNG15SDdJUTFBV0o0SDBmNUF4ZFpnUWk4WDZOYVBSIn0%3D

'Trusts told to take "extraordinary" action to tackle pensions crisis ahead of winter' (7 Nov 2019)

Trusts have been instructed by NHS regulators to urgently offer consultants additional payments that are high enough to persuade them to do extra shifts many are now declining because of pension-related tax bills.

https://www.hsj.co.uk/finance-and-efficiency/exclusive-trusts-told-to-take-extraordinary-action-to-tackle-pensions-crisis-ahead-of-winter/7026327.article?mkt_tok=eyJpIjoiWVRRME5EUmxOVFkyWVdKbSIsInQiOiIyY25vRVVwVzRTS2RVVlPjciNBUTNjbnVjVU2dXhvY0xYMGpxQWZMY3IQNGxiVE5NakFIMHY4ZVdhMllcL3RNUXdZMW9GdVRKb1hDZExtYm9TdlZob3dXZW84ZHdleGZKeGRDN3kzQXVsNWJoNGkyK3ZUUXBWbGFzM0crNncybl2In0%3D

'Trust forms company for its Drs in pensions tax workaround' (25 Oct 2019)

Northumbria Healthcare Foundation Trust has set up a company for a group of its consultants in a bid to work around the pensions crisis hitting the NHS

<https://www.hsj.co.uk/workforce/trust-forms-company-for-its-drs-in-pensions-tax-workaround/7026201.article>