

NHS Staff Passport – comparative tables

Pensions

Type of transfer	How it affects your pay and terms and conditions
<i>Transferring from one NHS organisation to another</i>	If you move voluntarily or are compulsorily transferred from an NHS Trust to another recognised NHS organisation such as primary care trust, strategic health authority or another trust your pension arrangements will remain exactly the same.
<i>Transferring from the NHS to a local council</i>	If the NHS employer you work for enters into partnership arrangements with the local authority to provide integrated health and social care and you are compulsorily transferred to the local authority, the Secretary of State can make an order by which you maintain your membership of the NHS pension scheme. Alternatively, you may be eligible to join the Local Authority Pension Scheme
<i>Transferring from the NHS to a charity or voluntary sector organisation</i>	<p>If you are compulsorily transferred to a third sector provider, such as a charity or not for profit voluntary sector organisation, including a social enterprise set up under the 'Right to Request', you may be able to retain your membership of the main NHS Pension Scheme. This is because some voluntary sector or not-for-profit organisations that support the NHS can seek a 'Direction' from the Secretary of State.</p> <p>The Direction provides for employees to be eligible to join the NHS Pension Scheme. However, you will not be able to retain your access to the NHS Injury benefit and early retirement compensation schemes. The third sector provider will be required to arrange for these benefits to be provided separately. You will only be able to be covered by the Direction and stay in the NHS Pension Scheme while you remain on work which is funded by the NHS.</p>

Type of transfer	How it affects your pay and terms and conditions
<p><i>Transferring from the NHS to a GP practise or other primary care contract provider</i></p>	<p>If you are compulsorily transferred to an organisation which has a GMS/PMS contract (usually GP surgeries) with a primary care trust for the provision of services and which meets the NHS Pension Scheme employing authority conditions, unless you are a shareholder in the organisation, you will be treated as “practice staff”.</p> <p>Both shareholders and “practice staff” are able to retain their membership of the main NHS Pension Scheme (the final salary scheme, including family and ill health benefits).</p> <p>If you are considered to be “practice staff” (ie you are not a shareholder) you will not have access to the separate but related NHS Injury Benefit and early retirement compensation schemes. It is the responsibility of the contractor to arrange for these benefits to be provided for you separately.</p> <p>In contrast, salaried GPs are not deemed to be practice staff for pension purposes, and therefore have access to the same pension benefits as self-employed GPs.</p>
<p><i>Transferring from the NHS to a private sector organisation</i></p>	<p>If you are transferred to a non-NHS employer, such as a private company, you will normally lose access to the NHS Pension Scheme.</p> <p>However, as part of the Governments ‘Fair Deal for Pensions’ policy the new employer is required to offer you membership of a pension scheme that provides you with pension benefits which have been certified by the Government Actuary as “broadly equivalent”.</p>