

Primary Care Networks and NHS Pension Scheme Access

The table below outlines the NHS Pension Scheme access rules for the most common types of primary care network (PCN) models and how the Network Contract Direct Enhanced Services (DES) and Additional Role Reimbursement Scheme (ARRS) should be pensioned for new recruit / direct hire employees working on these services and in these roles.

Scenario	PCN Model	NHS Pension Scheme Access	Notes
1	<p>One practice in the PCN employs all the new employees to work on the DES / ARRS.</p> <p>The practice has a GMS contract / PMS Agreement / APMS contract and is a Classic Employing Authority.</p> <p>NHS Pension Scheme access is allowed if there has been a variation to the GMS / PMS / APMS contract to include the DES.</p> <p>The employees may work across all the practices in the PCN.</p>	<p>All employees have NHS Pension Scheme access.</p> <p>The non-GP salaried employees are practice staff in NHS Pension Scheme 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>The employing practice is the employing authority for the practice staff.</p> <p>NHS England (NHSE) / Primary Care Support England (PCSE) is the employing authority for the salaried GPs. The employing practice must submit a revised estimate of pensionable income form listing any new GPs.</p> <p>The practice partners at all practices within the PCN must pension the profitable element of the additional DES / ARRS funding.</p> <p>If the employing practice is reimbursed by the other practices, in respect of the new employees, the reimbursed income cannot be pensioned because it would mean it has been pensioned twice.</p>

Scenario	PCN Model	NHS Pension Scheme Access	Notes
2	<p>Each of the practices in the PCN employs some new employees.</p> <p>Each practice has a GMS contract / PMS Agreement / APMS contract and is a Classic Employing Authority.</p> <p>NHS Pension Scheme access is allowed if there has been a variation to the GMS / PMS / APMS contracts to include the DES.</p> <p>The employees may work across all the practices in the PCN.</p>	<p>All employees have NHS Pension Scheme access.</p> <p>The non-GP salaried employees are practice employees in NHS Pension Scheme 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>Each practice is the employing authority for the practice staff it employs.</p> <p>NHS England (NHSE) / Primary Care Support England (PCSE) is the employing authority for the salaried GPs. The practices must submit a revised estimate of pensionable income form listing any new GPs.</p> <p>The practice partners at all practices within the PCN must pension the profitable element of the additional DES / ARRS funding.</p> <p>Any reimbursement between the practices is not pensionable because it would mean it has been pensioned twice.</p>
3	<p>A company or federation employs the new employees to work on behalf of the PCN but is not an employing authority. *See note 2</p> <p>The employees may work across all the practices in the PCN.</p>	<p>The company or federation employees do not have automatic access to the NHS Pension Scheme because the company or federation is not an employing authority.</p>	<p>If the company or federation wants the employees to have access to the NHS Pension Scheme it must submit an application. Please refer to the *guidance* for information.</p> <p>The practice partners at all practices within the PCN must pension the profitable element of the additional DES / ARRS funding. *See note 3</p>

Scenario	PCN Model	NHS Pension Scheme Access	Notes
4	<p>A company or federation employs the new employees to work on behalf of the PCN, and is already a classic APMS employing authority as it holds an APMS contract for a practice in the PCN.</p> <p>NHS Pension Scheme access is allowed if there has been a variation to the existing APMS contract to include the DES.</p> <p>The employees may work across all the practices in the PCN.</p>	<p>All employees have NHS Pension Scheme access.</p> <p>The non-GP salaried employees are practice staff in NHS Pension Scheme 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>The company or federation is the NHS Pension Scheme employing authority for the practice staff.</p> <p>NHS England (NHSE) / Primary Care Support England (PCSE) is the employing authority for the salaried GPs. The company or federation must submit a revised estimate of pensionable income form listing any new GPs.</p> <p>The practice partners at all practices within the PCN must pension the profitable element of the additional DES / ARRS funding.</p> <p>If the company or federation is reimbursed by any of the other practices in respect of the new employees, it cannot pension the reimbursed income because it would mean it has been pensioned twice.</p>
5	<p>A company or federation employs the new employees to work on behalf of the PCN, and is an independent provider employing authority (IPEA) holding an APMS contract for a practice in the PCN. *See note 2</p> <p>NHS Pension Scheme access is allowed if there has been a variation to the existing APMS contract to include the DES.</p>	<p>All new employees have NHS Pension Scheme access.</p> <p>All employees are officers, including any salaried GPs.</p> <p>From 01/04/2023, practitioners (including locums) with a contract for services to work on the DES may pension this income by completing their pension forms every year.</p>	<p>The company or federation is the NHS Pension Scheme employing authority for the employees including any salaried GPs.</p> <p>The practice partners at all practices within the PCN must pension the profitable element of the additional DES / ARRS funding.</p> <p>Practitioners (including locums) with a contract for services to work on any other contracts held by the company or federation is not pensionable.</p>

Scenario	PCN Model	NHS Pension Scheme Access	Notes
	<p>The employees may work across all the practices in the PCN.</p>		
6	<p>A company or federation employs the new employees to work on behalf of the PCN and is an IPEA holding another qualifying contract that is not an APMS practice contract. *See note 2</p> <p>The employees may work across all the practices in the PCN.</p>	<p>From 01/04/2023 the “Network Contract DES – subcontract for the provision of services” is a qualifying contract for IPEA access.</p> <p>There is no access if this contract has not been awarded.</p> <p>All employees are officers including salaried GPs.</p> <p>From 01/04/2023, practitioners (including locums) with a contract for services to work on the “Network Contract DES – subcontract” may pension this income by completing their pension forms every year.</p>	<p>If the company or federation has been awarded this contract, the new employees have access to the NHS Pension Scheme and the IPEA must submit a revised IP application. Please refer to the *guidance* for information.</p> <p>The practice partners at all practices within the PCN must pension the profitable element of the additional DES / ARRS funding. *See note 3</p> <p>Practitioners (including locums) with a contract for services to work on any other contracts held by the company or federation is not pensionable.</p>
7	<p>An NHS Trust / Foundation Trust directly employs the new employees on behalf of the PCN.</p> <p>The employees may work across all the practices in the PCN.</p>	<p>All Trust employees, including any salaried GPs, are officers in NHS Pension Scheme terms.</p> <p>From 01/04/2023 work completed by self-employed GPs and locums working on the PCN DES Sub-contract is pensionable as a practitioner by completing their pension forms every year. Work on any other contracts held by the Trust is not pensionable.</p>	<p>All Trust employees are officers regardless of their duties or location.</p> <p>The practice partners at all practices within the PCN must pension the profitable element of the additional DES / ARRS funding.</p>

Scenario	PCN Model	NHS Pension Scheme Access	Notes
8	<p>The new employees are jointly employed by all practices.</p> <p>Each practice has a GMS contract / PMS Agreement / APMS contract and is a Classic Employing Authority.</p> <p>NHS Pension Scheme access is allowed if there has been a variation to the GMS / PMS / APMS contracts to include the DES.</p> <p>The employees may work across all the practices in the PCN.</p>	<p>The employees only have access to the NHS Pension Scheme as practice staff if they have individual concurrent part-time contracts of employment with each of the practices.</p> <p>Any salaried GPs may only have NHS Pension Scheme access if they have individual contracts of employment with each of the practices. As type 2 medical practitioners they must complete their pension forms every year.</p>	<p>If there are multiple individual part-time contracts of employment any (aggregated) hours in excess of whole-time are not pensionable.</p> <p>A salaried GPs pensionable pay is not restricted to whole-time.</p> <p>The employing authority 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 at all practices within the PCN must pension the profitable element of the additional DES / ARRS funding.</p> <p>Any reimbursement between the practices is not pensionable because it would mean it has been pensioned twice.</p>

NOTES

1. Where a GP provider in one of the practices is appointed as the PCN Clinical Director they declare any additional income on their Certificate of Pensionable Income.
2. Employees who are compulsorily transferred (TUPE) from a GMS, PMS or Classic APMS practice to a non-NHS provider must be included in a New Fair Deal (NFD) Determination application.
3. Where the access for employees is voluntary, the practice partners are still required to pension the profitable element of the additional DES / ARRS funding.

