

FAQ'S

1. What is the date you expect to move to Ltd Company status?

We anticipate this being 1st April 2010 subject to Consultation.

2. Are there any changes to VAT status?

We refer you to the letter from Neil Lloyd, CEO on the 12th October 2009 and attachment from PWC which was sent out to all client Trusts. Copies of these are available from communications@nhsprofessionals.nhs.uk

3. Please clarify how you will minimise the impact of VAT changes for A&C Client

We refer you to the letter from Neil Lloyd, CEO on the 12th October 2009 and attachment from PWC which was sent out to all client Trusts. Copies of these are available from communications@nhsprofessionals.nhs.uk

4. Will you ensure that any changes to VAT status and impact are communicated to Trusts in good time for this to be incorporated into the 10/11 business planning cycle?

We refer you to the letter from Neil Lloyd, CEO on the 12th October 2009 and attachment from PWC which was sent out to all client Trusts. Copies of these are available from communications@nhsprofessionals.nhs.uk

5. What pension scheme will you be offering to new Bank only workers joining NHSP - as they will obviously not have access to the NHS Pension scheme?

New recruits will be offered membership of a Defined Contribution scheme with an employer contribution. Staff transferring under TUPE on taking on a new client Trust will be dealt with as at 6 below.

6. As an existing nursing client wanting to transfer my A&C bank to NHSP what are the pension implications/continuous service for that workforce?

Subject to the outcome of the current Consultation process and the subsequent decisions, it is currently believed that where a TUPE transfer of staff to NHSP is made, a Closed Direction to enable the staff to continue membership of the NHS pension scheme will be considered on a case by case basis.

7. As an existing client what price benefits will I see with the move to this different pension scheme?

We will keep the 'on-cost' element under review, and if appropriate reduce it.

8. How will your proposed change to pensions affect recruitment of Flexible Staff as this has been seen as a key indicator in attraction?

New recruits will be offered membership of a Defined Contribution scheme with an employer contribution. We believe that this will keep us very competitive in the recruitment market for flexible staff.

9. How does your proposed change to Pensions affect client Trusts?

There should be minimal affect for client Trusts as we plan to have a Closed Direction to allow existing staff to continue to benefit from the NHS Pension scheme. New staff will be offered membership of a Defined Contribution scheme.

10. How will the new pension arrangements be shown on invoices – will old and new scheme contributions be split?

Pension arrangements will not be shown separately on invoices. Currently Trusts are billed an on-cost element that takes account of a number of items including pension. This procedure will continue.

11. How will the changes in status benefit Trusts/what does this mean for them?

The principle changes are:

- VAT becomes chargeable; however, most should be recoverable by Trusts. We refer you to Neil Lloyd CEO letter dated 12 October – copy is available from communications@nhsprofessionals.nhs.uk.
- New pensions arrangement for flexible staff recruited after transfer date
- NHSP will now stand on its own feet as a commercial organisation, which should secure services for Trusts longer term

12. What service options are available to Trusts - this question was in light of the revised service offerings (volume based)?

No change, as now.

13. What changes will there be to the current SLA? If there are changes when will new documents be available?

We are working on a revised legal contract to replace our current service agreement and this will be available next year; however, Trusts will continue to enjoy materially the same terms and conditions as now.

14. We do not want to see any revised/increased charges as a result of your change in status being introduced late on in this financial year for changes next financial year as they are setting budgets now for 2010/11. Please outline your proposals relating to charging.

There will be no changes in charges as a result of the change in status. As now we will continue to regularly review pricing with our clients to ensure that they remain highly competitive for our clients and commercially viable for us.

15. As a Limited Company how does this affect the Trusts ability to choose NHSP as their provider without a formal process of tendering alongside competitors?

As procurement regulations are subject to so many variables, we are not able to give broad brush advice so Trusts should seek their own advice on a case by case basis; however, we believe there should be no material change from the current situation.

16. Will you still be a non profit making organisation? i.e. investing back into the company/dividend returns to Trusts?

We will operate in a similar way to Foundation Trusts i.e. we need to plan for a small profit to ensure that NHSP remains operationally solvent. Any surpluses may be retained by NHSP to improve the business, or be redistributed via the DH as 100% shareholder for other NHS purposes