

# Helping develop an approach around senior clinicians' pensions

News story

GAD's expertise helps senior clinicians in the NHS Pension Scheme adjust their pension saving to fit within their tax-free allowance.



GAD has worked with the Department of Health and Social Care (DHSC) to develop an approach to help senior clinicians in the NHS Pension Scheme adjust their pension saving to fit within their tax-free allowance.

This proposal involved offering greater pension flexibilities to manage benefits of their pension scheme membership and the tapered annual allowance taxation structure. These proposals were driven by government concerns that the taper was driving a behavioural response from NHS clinicians to reduce their work commitments.

## **Consultation and options**

DHSC consulted on a range of flexibilities, including giving the members option to accrue at a flexible accrual rate. This was in exchange for paying reduced employee contributions. These would enable senior clinicians to continue to work in the NHS while tailoring their pension scheme accrual to the level they wished to achieve, allowing for pension tax implications.

We supported the DHSC consultation by carrying out detailed analysis. We also provided worked examples to illustrate the consultation approach and the implications on members benefits and taxation.

The consultation findings fed into a review of the annual allowance taper led by HM Treasury, with changes to the taper announced at the Budget on 11 March 2020. DHSC will publish a formal response to the consultation in due course.

## **Proposal analysis**

GAD worked with DHSC and HM Treasury following the announcement of changes to

the annual allowance taper. We analysed the impact for NHS scheme members and briefed NHS employer and member representatives on the potential impacts.

This analysis included the use of the scheme pays mechanism to meet tax charges incurred. Illustrations showed the progression of scheme pays charges up to retirement, as a proportion of corresponding scheme benefits accrued.

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## [Reappointment of Professor Nicholas Hopkins as Law Commissioner for property, family and trust law](#)

News story

The Secretary of State today (27 May 2020) announced the re-appointment of Professor Nicholas Hopkins as Law Commissioner for property, family and trust law.



Professor Nicholas Hopkins has been reappointed as Law Commissioner for property, family and trust law for a 5 year term from 1 October 2020 to 30 September 2025.

Professor Hopkins is an academic of over 25 years standing, whose publishing portfolio includes co-authorship of 2 leading textbooks on land law for Oxford University Press. He is an honorary bencher of Middle Temple and an academic member of the Property Bar Association and the Property Litigation Association. He has led the Commission's work across a range of property and family law projects including its work on Making a Will, Surrogacy, Weddings, leasehold enfranchisement, commonhold, and the Land Registration Act.

The Law Commission was created by the Law Commissions Act 1965 with the role

of keeping under review the law of England and Wales with a view to its systematic development and reform. The Law Commission promotes the reform of the law to make it clearer, more modern and more accessible. The Commission's projects bring real benefits to the public, businesses or other organisations affected by old, complex and out-of-date law.

Reappointments to the Law Commission are made by the Secretary of State for Justice and are regulated by the Commissioner for Public Appointments. This re-appointment has been made in line with the Governance Code on Public Appointments.

Professor Nicholas Hopkins has not declared any political activity.

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## [No surprises](#)

[I wrote last month](#) about how health and care data is being used to tackle the coronavirus COVID-19 epidemic. I explained a little about what we've been doing during this time to support proportionate uses of people's data to tackle the pandemic. And I emphasised the importance of openness about what is happening with data in order to maintain public trust.

Since then we've continued to work with a range of other organisations and individuals to try and achieve those aims. We've advised on protections for new data collections, on communications to the public, on guidance for staff and volunteers, and more.

Two of the members of [my advisory panel](#) have been representing the National Data Guardian on the [NHS COVID-19 App Data Ethics Advisory Board \(EAB\)](#). This is a group which is advising NHSX about steps it should take to ensure that the NHS COVID-19 app will be trustworthy. We've worked alongside other members of the group to try to ask the questions that we believe are critical – exactly what the data will and won't be used for, how far the data will be anonymised, how well the app will work, who will have access to the data and for how long, how the public will be informed and enabled to make choices.

The EAB presented a set of six principles to the Secretary of State for Health and Social Care, and we're pleased to see that [the letter presenting these principles](#) and the [Government response](#) has been published. This is an important and welcome step forward in transparency.

There has understandably been a great deal of public interest in this app. The app is a tool which has potential, as part of a wider test and trace programme, to help people live more safely and under fewer restrictions. We all have a stake in its success and that will be helped by open engagement about the principles behind its development and the choices that are to be made.

The importance of there being no surprises for the public about the use of their data has long been a theme threaded through my work. This has run through work with my advisory panel to consider the role that the legal concept of 'reasonable expectations' should play in shaping the circumstances under which health and care data may be shared legitimately. We've been looking at this for more than two years, and our work has encompassed [articles](#), [seminars](#), [a citizens' jury](#), discussions among the NDG panel, and engagement with stakeholders. It has been influenced by [academic work](#) led by two NDG panel members, Dr Mark Taylor and Professor James Wilson.

As a result, we are proposing to create an eighth Caldicott Principle to add to [the existing seven Caldicott Principles](#). It would remind those using and sharing data of 'no surprises', of the importance of considering and informing people's expectations to promote understanding and agreement about its uses.

The Caldicott Principles were [first published in 1997](#) as six good practice guidelines recommended for application by the NHS when confidential information is used. Senior individuals responsible for ensuring the Principles were upheld in their organisations were appointed in the NHS and later in social care and other sectors. They became known as Caldicott Guardians and there are now more than 18,000 across England helping their organisations ensure that information is used legally, ethically and appropriately. [A review in 2013](#) led to the creation of a seventh principle. It made clear that the duty to share information can be as important as the duty to protect patient confidentiality.

So we've been talking with a range of stakeholders about the Caldicott Principles over the last few months. We've had feedback that the existing Principles remain useful and relevant. We've heard that during this epidemic, when data needs to be shared in new ways or more quickly than usual, the Principles are more important than ever to provide a simple, practical summary for staff, patients and those seeking social care about how information may be used. And we've been told that the role of the Caldicott Guardian continues to be valuable, complementing other roles, such as the Senior Information Risk Officer and the Data Protection Officer, with responsibilities for data.

We believe that our proposed eighth principle would be highly relevant now, when maintaining public trust for the use of data is critical. If it were not for the epidemic, we would have launched a full public consultation, accompanied by workshops for members of the public to have their say. The consultation would cover proposed minor changes to the wording of the existing Caldicott Principles to ensure they remain up-to-date, the new eighth Principle and a proposal that the NDG uses [her statutory powers](#) in

order to issue guidance about organisations appointing Caldicott Guardians to uphold the Caldicott Principles.

We've delayed the launch of that consultation while we, and others we work with, have been concentrating on the COVID-19 response. But we are also thinking ahead to the time after the current crisis. Some of the temporary data sharing arrangements will have to end. What is appropriate during a public health crisis to meet the overriding need to protect the public against a dangerous disease may not be appropriate when the danger recedes. However, some of the changes that were expedited by the impetus to improve data sharing rapidly may be very beneficial and should be maintained. There must be careful consideration of which of the temporary measures cease, and which are continued. We look forward to contributing to that conversation.

We've decided to launch our consultation later in the summer, and to extend the period that it's open to allow colleagues busy with COVID-19 activities more time to respond. We hope that this will allow both members of the public and health and care professionals, to help us develop our new set of Principles and guidance in time to inform the conversation about data sharing once the crisis is resolved.

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## [Call for project proposals to carry out research into coronavirus \(COVID-19\) impact on Ukraine](#)

The British Embassy Kyiv is now accepting project proposals from organisations (hereinafter – the implementer) to implement the “Identifying and understanding secondary implications of COVID-19 on conflict and stability in Ukraine” project.

### **Background**

The UK remains committed to supporting Ukraine and its people en route to democratic development, stability and prosperity. We are funding a range of peacebuilding and conflict management projects, alongside assistance to enable Ukraine to deliver key reforms and strengthen democratic institutions.

The outbreak of the global coronavirus (COVID-19) pandemic poses additional challenges and risks for Ukraine. Understanding how people and the state could be affected as a result of emerging secondary implications of COVID-19 is crucial in order to mitigate those risks and identify implications on conflict and stability in Ukraine.

The key audience for this project is the British Embassy Kyiv who will be responding to new evidence and analysis by adapting existing conflict and

stability initiatives, as well as developing new ones. The Embassy will seek to share the analysis with other donors in Ukraine and the Ukrainian government stakeholders.

## Scope of Work

The project is expected to deliver the following:

### Outcome:

- Greater understanding of the emerging medium to longer term secondary implications of COVID-19 on conflict and stability in Ukraine. This will enable responsive, context specific policy and programme decisions.

### Outputs:

- The implementer is expected to deliver a rolling evidence-based analysis highlighting the medium to longer term implications of COVID-19 on areas relating to conflict and stability in Ukraine. The final methodology and structure of the products will be agreed with the successful implementer. A proposed list of products includes:
  - Peace and Stability Tracker – a flexible product that provides a snapshot of areas of concern, trends, risks and opportunities for greater stability. It will provide an easy to understand overview of all strands of analysis and help aid the prioritisation and focus of below analytical products
  - Rolling Conflict and Stability Analysis and summary document using a mixed method approach that highlights meaningful findings that will inform recommendations on mitigating and addressing the negative secondary implications of COVID-19 on conflict and instability in Ukraine. Identifying any opportunities for future UK engagement and programming
  - Deep Dives will look at priority areas in more detail. They will likely be a short (10 page) case study focussing on a certain thematic area highlighted during previous rolling analysis. It will allow a greater focus on a certain area of interest that will inform adaptation of existing programming or development of new initiatives.

### Proposed table of products and delivery schedule:

1. Peace and Stability Tracker End July 2020 then updated monthly
2. First Analysis + Summary End August 2020
3. Rolling Analysis + Summary November 2020
4. Deep Dive\* December 2020
5. Rolling Analysis + Summary February 2021
6. Deep Dive\* March 2021

Products should be produced in English with flexible budgeting for

translation into Ukrainian

- details will be agreed with the successful implementer

## **Themes to be considered**

The following themes should be addressed in project proposals with specific analytical areas to be agreed with successful implementer:

- implications of COVID-19 on conflict drivers in the east of Ukraine
- implications of COVID-19 on nationwide stability and regional resilience
- implications of COVID-19 on political stability
- gendered implications of COVID-19 in Ukraine

## **Requirements**

To be eligible, the proposals must:

- demonstrate extensive experience in research and/or evidence based analysis in Ukraine
- propose a clear research plan that sets out appropriate data collection and analysis methods to deliver robust findings within the constraints of the operating context
- understand the specific political, economic, and historical background of Ukraine's conflict. Identify the risks of instability and peacebuilding activity, both in the east and more broadly across the whole of Ukraine
- be legally able to carry out the activities indicated in the bid
- demonstrate sufficient operational, human resources and expert capacities (local and/or international) to deliver expected results

## **Timeline**

The expected project start date is 01 July 2020. The project duration is nine months with the possibility to extend.

## **Proposal guidance**

- The selected implementer must be able to receive project funding in GBP to an existing GBP account or open a GBP bank account for the project.
- Estimated budget is between £50,000 and £100,000. The final amount will be agreed with the selected implementor based on their proposal.
- Interested parties are required to submit the following documents: [CSSF Project Proposal Template](#) (ODT, 43.2KB), [CSSF Activity-Based Budget Template](#) (ODS, 13.4KB)
- Potential implementers may combine efforts and submit their project proposals in consortium of several organisations (implementers). Those could be both international and local organisations.

## **Assessment**

Proposals will be assessed against the following criteria:

Criteria	Points
Methodology (clear research approach, alignment with the expected outcome and outputs, realistic delivery approach and schedule, monitoring and evaluation and complementarity with existing analysis)	50
Stringent risk matrix	10
Value for money	10
Conflict and gender sensitivity	15
Communication and visibility	5
Implementer's background and relevant experience (a brief history and examples of similar projects undertaken)	5
Capacity to deliver (including team composition)	10
Language capabilities, with an emphasis on English language	5
Alignment of the project budget with requirements and recommendations listed in the CSSF activity-based budget (ABB) template	30
<b>Total</b>	<b>140 points</b>

## Receipt of project proposals

1. The submission deadline for bids is at 23:59 (Kyiv time) on 10 June 2020. Late submissions will not be considered. Proposals can be submitted at any time up to the indicated deadline. British Embassy Kyiv is not responsible for non-receipt. Proposals submitted before that deadline will remain unopened until then.
2. When submitting, please indicate "Secondary implications of COVID-19" in the subject line of your e-mail.
3. Project proposals must be submitted using the attached forms only (CSSF Project Proposal and CSSF Activity-Based Budget). Please make sure your files do not exceed 5 MB in size. They must be free from any form of virus or corrupted contents, otherwise you might not be able to submit your proposal.
4. Project proposals must be submitted to the following email: [CSSF.Programme@fco.gov.uk](mailto:CSSF.Programme@fco.gov.uk). Bidders must upload documents in standard Microsoft Office formats (Word, Excel).
5. Only shortlisted bidders will be notified via email before or on 15 June 2020. The selected bidders will be asked to complete a Due Diligence Assessment (form will be sent to them) and will be invited for an online interview on 19 June 2020.
6. British Embassy Kyiv seeks to finalise the contract award with the selected implementer by 01 July 2020.

## Key dates

Submission deadline for bids	23:59 (Kyiv time) on 10 June 2020
Notification of shortlisted bidders	15 June 2020
Shortlisted bidders complete Due Diligence Assessment (DDA)	By 14:00 (Kyiv time) on 18 June 2020



Online interview with shortlisted bidders  
Project start date

19 June 2020  
01 July 2020

## Contacts

CSSF Programme team: [CSSF.Programme@fco.gov.uk](mailto:CSSF.Programme@fco.gov.uk)

Questions should be submitted to [CSSF.Programme@fco.gov.uk](mailto:CSSF.Programme@fco.gov.uk) by 09:00 (Kyiv time) on 02 June 2020.

## Frequently Asked Questions

Please find additional information about this call in this note [FAQ coronavirus impact on Ukraine project](#) (PDF, 492KB, 2 pages).

## Notes

Bidding is competitive and it is likely that only one selected project will receive funding. The British Embassy Kyiv reserves the right to accept or reject any or all bids without incurring any obligation to inform the affected applicant(s) of the grounds of decision making. Due to the volume of bids expected we will not be able to provide feedback on unsuccessful bids.

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# [Ian Ackerley reappointed as NS&I Chief Executive](#)

News story

Ian Ackerley reappointed as Chief Executive of NS&I for a three year term.



Ian Ackerley has been reappointed as Chief Executive of NS&I (National Savings & Investments), as of 13 March 2020, by HM Treasury. Ian's reappointment will be for a term of three years.

NS&I is one of the largest savings organisations in the UK with over £175 billion invested. Its products offer 100% capital security because NS&I is backed by HM Treasury.

Ian was appointed Chief Executive of NS&I in February 2017. Immediately before joining NS&I, Ian was at Barclays, which he joined in 2011 as Director of Investments, and where he was responsible for Barclays' UK retail investment business.

Ian has over 20 years' experience in the UK retail financial services industry. His previous roles include Managing Director of Investments and Pensions at Virgin Money, Managing Director of Sun Life International, and working as a consultant with McKinsey & Company.

## **Notes**

- All appointments are made on merit and political activity plays no part in the selection process. However, in accordance with the original Nolan recommendations, there is a requirement for appointees' political activity (if any declared) to be made public. Ian Ackerley has confirmed that he has not engaged in any political activity in the last five years.

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