

Appendix I - Rural Needs Impact Assessment (RNIA) Template

SECTION 1 - Defining the activity subject to Section 1(1) of the Rural Needs Act (NI) 2016

1A. Name of Public Authority.

Department of Finance, Civil Service Pensions

1B. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016.

Consultation on The Principal Civil Service Pension Scheme (Amendment) Scheme (Northern Ireland) 2026

1C. Please indicate which category the activity specified in Section 1B above relates to.

Developing a	Policy ☐	Strategy ☐	Plan ☐
Adopting a	Policy ☐	Strategy ☐	Plan ☐
Implementing a	Policy ☐	Strategy ☐	Plan ☐
Revising a	Policy ☒	Strategy ☐	Plan ☐
Designing a Public Service	☐		
Delivering a Public Service	☐		

1D. Please provide the official title (if any) of the Policy, Strategy, Plan or Public Service document or initiative relating to the category indicated in Section 1C above.

Principal Civil Service Pension Scheme (Amendment) Scheme (Northern Ireland) 2026

1E. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service.

The amendments are required to update and modernise the rules of the PCSPS(NI), to ensure consistency with current pensions and employment legislation, to reflect relevant court judgments and to provide clarity in the administration of the Scheme. The amendments include changes to survivor benefits, adult dependant pension provisions, family-related leave provisions, transfer arrangements, membership provisions and a range of technical and administrative amendments. The changes will ensure that the Scheme continues to operate effectively and in accordance with applicable legislation.

1F. What definition of 'rural' is the Public Authority using in respect of the Policy, Strategy, Plan or Public Service?

Population Settlements of less than 5,000 (Default definition).

☐

Other Definition (Provide details and the rationale below).

☐

A definition of 'rural' is not applicable.

☒

Details of alternative definition of 'rural' used.

Not applicable

Rationale for using alternative definition of 'rural'.

Not applicable

Reasons why a definition of 'rural' is not applicable.

The Amendment Regulations as drafted will have no specific rural impact or consequence.

SECTION 2 - Understanding the impact of the Policy, Strategy, Plan or Public Service

2A. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?

Yes ☐ No ☒ If the response is **NO** GO TO Section **2E**.

2B. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas.

2C. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas differently from people in urban areas, please explain how it is likely to impact on people in rural areas differently.

2D. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on.

Rural Businesses	☐
Rural Tourism	☐
Rural Housing	☐
Jobs or Employment in Rural Areas	☐
Education or Training in Rural Areas	☐
Broadband or Mobile Communications in Rural Areas	☐
Transport Services or Infrastructure in Rural Areas	☐
Health or Social Care Services in Rural Areas	☐
Poverty in Rural Areas	☐
Deprivation in Rural Areas	☐
Rural Crime or Community Safety	☐
Rural Development	☐
Agri-Environment	☐
Other (Please state)	

If the response to Section 2A was YES GO TO Section 3A.

2E. Please explain why the Policy, Strategy, Plan or Public Service is NOT likely to impact on people in rural areas.

The Amendment Scheme relates to pension scheme rules and administration and applies equally to all relevant scheme members and beneficiaries regardless of their geographical location. The amendments do not affect access to services, service delivery arrangements or eligibility based on location. No adverse impact on people living in rural areas has been identified.

SECTION 3 - Identifying the Social and Economic Needs of Persons in Rural Areas

3A. Has the Public Authority taken steps to identify the social and economic needs of people in rural areas that are relevant to the Policy, Strategy, Plan or Public Service?

Yes ☐ No ☒ If the response is **NO** GO TO Section **3E**.

3B. Please indicate which of the following methods or information sources were used by the Public Authority to identify the social and economic needs of people in rural areas.

Consultation with Rural Stakeholders	☐	Published Statistics	☐
Consultation with Other Organisations	☐	Research Papers	☐
Surveys or Questionnaires	☐	Other Publications	☐
Other Methods or Information Sources (include details in Question 3C below).			☐

3C. Please provide details of the methods and information sources used to identify the social and economic needs of people in rural areas including relevant dates, names of organisations, titles of publications, website references, details of surveys or consultations undertaken etc.

3D. Please provide details of the social and economic needs of people in rural areas which have been identified by the Public Authority?

If the response to Section 3A was YES GO TO Section 4A.

3E. Please explain why no steps were taken by the Public Authority to identify the social and economic needs of people in rural areas?

No specific steps were taken as the Amendment Scheme relates to pension scheme rules and administration and applies equally to all relevant scheme members regardless of location. The proposals do not affect access to services, service delivery or eligibility on a geographical basis and therefore no particular rural needs were identified.

SECTION 4 - Considering the Social and Economic Needs of Persons in Rural Areas

4A. Please provide details of the issues considered in relation to the social and economic needs of people in rural areas.

Not applicable

SECTION 5 - Influencing the Policy, Strategy, Plan or Public Service

5A. Has the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, been influenced by the rural needs identified?

Yes ☐ No ☒ If the response is **NO** GO TO Section **5C**.

5B. Please explain how the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, has been influenced by the rural needs identified.

If the response to Section **5A** was **YES** GO TO Section **6A**.

5C. Please explain why the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or the delivery of the Public Service, has NOT been influenced by the rural needs identified.

No rural needs were identified.

SECTION 6 - Documenting and Recording

6A. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance.

I confirm that the RNIA Template will be retained and relevant information compiled.



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Division/Branch	Civil Service Pensions Policy, Legislation & Communications Branch
Signature:	Patrick Donaghey
Date:	19/08/2026
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Date:	20/08/2026