

DoF Screening template

Background

Screening is the first of two methods by which the necessary level of “regard” is demonstrated as being paid to the statutory equality goal, as set out in Section 75 of the Northern Ireland Act 1998. The DoF Equality Scheme commits us to screening our policies. This includes our strategies and plans, policies, legislative developments; and new ways of working such as – the introduction, change or end of an existing service, procedure, policy etc.

This screening template is designed to help business areas consider the likely equality and human rights impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Detailed information about the Section 75 equality duties and what they mean in practice is available on the Equality Commission’s website:

<http://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75GuideforPublicAuthoritiesApril2010.pdf>

A copy of the Screening Template, for each policy screened should be ‘signed off’ and approved by a senior manager responsible for the policy, made accessible on the DoF website as soon as possible following completion and made available in alternative formats on request.

All Section 75 consultees should be advised of the screening exercise once the final policy decision has been taken. Details of the Equality Consultee list is available from Strategic Equality Branch.

This policy has been screened by:

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Date	12/8/2020

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Date	12/8/2020

The screening template has 4 sections to complete. These are:

Section A - asks you to provide details about the policy / decision that is being screened.

Section B - has 4 key questions that require you to outline the likely impacts on equality groups, and all supporting evidence.

Section C - has 4 key questions in relation to obligations under the Disability Discrimination Order and the Human Rights Act.

Section D - is the formal record of the screening decision.

SECTION A

Information about the policy

This stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening on a step-by-step basis.

Remember that the Section 75 statutory duties apply to internal policies (relating to people who work for us) as well as external policies (relating to those who are, or could be, served by us).

Is this a new or revised policy?

A revised policy.

a) Name of the policy

Public service pension schemes: proposed changes to the transitional arrangements to the 2015 schemes

b) Brief Description of the policy

This policy revision removes unlawful discrimination identified by the Courts in reformed public service pension schemes from 1 April 2015. It addresses discrimination which has already occurred by providing all eligible scheme members with a retrospective choice to receive their pension entitlements for the period 1 April 2015 to 31 March 2022 (the remedy period) under either the rules of their reformed scheme or the relevant previous legacy scheme of which they were a member i.e. as if the discrimination had not occurred. The policy revision removes unlawful discrimination for the future by ensuring that from 1 April 2022 all active members of relevant pension schemes will accrue benefits only in the reformed schemes for all future service.

The proposals will apply to members across all affected public service schemes who were in service on or before 31 March 2012 and who have service on or after 1 April 2015 (including those with a qualifying break in service of less than 5 years). As the unlawful discrimination identified by the Courts only applied to those who were in service on or before 31 March 2012 it is therefore only that group who are in scope of the policy revision.

c) Aims of the policy/ Rationale behind the changes

Reformed public service pension schemes were introduced on 1 April 2015 based on the recommendations of the Hutton Commission for the replacement of final salary schemes with career average 'CARE' schemes with revised normal pension ages. In most schemes normal pension age was linked to State Pension Age. The reforms were agreed by the NI Assembly and given effect in the Public Service Pensions Act (Northern Ireland) 2014. These reforms originally included 'transitional protection' measures which allowed individuals within 10 years of retirement to remain in the unreformed (legacy) pension schemes. The rationale for this approach was to provide protection and certainty for this cohort which had least time to adjust to the changes.

The Courts subsequently ruled that transitional protection measures in public service schemes in England and Wales discriminated unlawfully against younger members in the same schemes who did not receive such protection and must be remedied. The equivalent devolved schemes in Northern Ireland contain the same transitional protections and legal advice confirms there is a requirement to similarly remedy the discrimination that has occurred in schemes here since 2015, and to remove it for the future.

As some scheme members may still be better off in the reformed schemes this is not as straightforward as moving all members back to their legacy schemes. The policy revision will protect pension rights accrued by members since 1 April 2015 by providing eligible individuals with a choice whether to have their pension entitlements in the period 1 April 2015 to 31 March 2022 (the remedy period) calculated under reformed or legacy scheme rules. This will enable individuals to make an informed decision about which scheme provides the most appropriate benefit package for their remedy period service, and as if the discrimination had not occurred. Members who originally qualified for transitional protection will also be given this choice. From 1 April 2022 all scheme members will accrue future pension service in the reformed schemes i.e. removing the discrimination from schemes for the future.

The Department of Finance is consulting on options for when this choice is made. The two possible approaches are: I) an immediate choice, made in the years immediately after policy implementation in 2022 or, II) a deferred choice made at the point at which the member retires or takes their pension benefits. Through the consultation, the Department is seeking to explore and understand differing views and relevant issues for affected members, in order to ensure that the final policy solution has taken account of all these matters. More details are set out in the consultation, which invites comment on the viability and desirability of both approaches.

d) Who will the policy affect

The revised policy will affect public service scheme members who were in service on 31 March 2012 and have service in the remedy period between 1 April 2015 and 31 March 2022 in any of the following devolved Northern Ireland public service employments: Civil Servants; members of the Police Service; Teachers; Health Service Workers, and Firefighters. Due to differences in the way transitional protection was provided for Local Government workers they are not in scope and will be considered separately by the Department for Communities. The Department of Justice is also separately considering any changes to the pension scheme for the devolved judiciary, to reflecting the unique situation of that scheme.

e) Is this a NICS wide policy?

Yes

f) Who will implement the policy?

The Department of Finance

g) Will this policy or revision address an existing inequality?
If yes, please give details.

Yes. In December 2018, the Court of Appeal in England and Wales ruled in the cases of *McCloud and Sergeant* that transitional protections in public service schemes unlawfully discriminate on grounds of age and that this discrimination must be remedied. Devolved schemes in NI incorporate the same age-based transitional protections and legal advice confirms there is a requirement to similarly remedy the discrimination that has occurred since 2015, and remove it for the future.

This revision of the transitional protection policy will address this unlawful inequality since 2015 by providing affected members with appropriate options to have their pension entitlements in the remedy period calculated as if the discrimination had not occurred. Also, by providing that all members will now accrue future service in the same way in the reformed schemes from 1 April 2022 the revision also addresses this inequality for the future so that all scheme members will be treated equally and fairly, in line with the findings of the Courts and regardless of their age.

h) Will this policy or revision benefit any Section 75 categories?
If yes, please give details.

It may be possible that some younger members who transferred to the reformed schemes on 1 April 2015 could benefit from the option to have their pension entitlements in the remedy period calculated under the terms of the legacy schemes. Alternatively, some older members who qualified for transitional protection and retained membership of the legacy schemes for service after 1 April 2015 may benefit from the option of having their entitlements in the remedy period calculated under the reformed schemes. Any such effects would be incidental to the policy imperative to remove unlawful discrimination identified by the Courts. These effects could equally be attributable to a variety of external factors and choices which can affect any individual's pension outcomes, including length of employment; salary levels; career choice, and personal financial decisions. The overwhelming benefit of this revision across all members of the section 75 age-related category is the removal of discriminatory effects of unlawful age-based criteria from Northern Ireland statutory based pension scheme designs.

- i) Will this policy or revision have an adverse differential impact upon any of the Section 75 groupings?
If yes, please give details

The Northern Ireland public service workforce contains a proportionately greater female representation, although this varies across departments and employment types. As a consequence the policy revision may apply to more females, but this is an incidental effect of its purpose. This policy revision targets the removal of unlawfully adverse age-based effects and will apply equally for all eligible members regardless of their gender. The Department believes the revision of policy provides a positive policy outcome in the targeted area without any adverse differential effects on gender groups.

Applying the retrospective proposals only to those in service on 31 March 2012 may have an age-related impact. Although some people do enter public service at a relatively later age, overall those who first joined after 31 March 2012, and so are not in scope, are likely to be younger than those who joined before 31 March 2012. However this cohort was not subject to the unlawful discrimination identified by the Courts because transitional protection was at no point available to anyone who first joined service after 31 March 2012. The Department's view is also that anyone entering service after that point would reasonably be expected to have known that they would join or be moved to the reformed schemes. They could not reasonably have expected to remain in, or join, the legacy schemes. For these reasons it would not be appropriate to extend to this group the same choice of scheme membership in respect of service between 2012 and 2022 as those already in service at 31 March 2012. The Department's view is that these age-based effects are minor, incidental to the imperative to remove unlawful age-based discrimination and do not constitute an adverse differential impact.

Section B

Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Set out all evidence below along with details of the different groups you have met and / or consulted with to help inform your screening assessment.

Please also provide details of priorities and needs identified for each group

Section 75 category	Details of evidence / information and engagement / needs and priorities
Religious belief	Equality Commission for Northern Ireland 'Fair Employment Monitoring Report No. 29 – Annual Summary of Monitoring Returns', Latest Edition, 2018.
Political opinion	<p>Civil Servants</p> <p>Equality Statistics for the NICS – NISRA, August 2019.</p> <p>Health Service Workers</p> <p>Data on political opinion of employees is not readily available for the total Health and Social Care Workforce or recorded by all Health and Social Care employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to political opinion.</p> <p>Teachers</p> <p>This information is not available as Article 71 of the Fair Employment and Treatment (NI) Order 1998 makes schools exempt from the requirement to monitor the political opinion of their teaching staff. There is no evidence that the proposals raise any specific equality issues for members in relation to political opinion.</p>

	<p>Northern Ireland Fire & Rescue Workers</p> <p>The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including political opinion. Information on all Section 75 groups is collected from applicants for NIFRS vacancies.</p> <p>Members of Police Force</p> <p>There is currently no statistical analysis available for this category in respect of members of the PSNI.</p>
Racial group	<p>Civil Servants</p> <p>Equality statistics for the NICS – NISRA, August 2019.</p> <p>Northern Ireland Fire & Rescue Workers</p> <p>Equality statistics for the NIFRS.</p> <p>Teachers</p> <p>This information is not usually collated and we have not been able to identify any single source of information on the workforce in relation to this measure. However, there is no indication that this policy will disproportionately impact on the basis of racial group. The Department for Education is considering whether this information could, in future, be collated and included in the DfE digest of statistics on the Education Workforce which is published on an annual basis.</p> <p>Members of Police Force</p> <p>Police Service (NI) Workforce Composition Statistics – January 2020</p> <p>Health Service Workers</p> <p>Data on racial grouping of employees is not readily available for the total Health and Social Care workforce or recorded by all employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to racial grouping.</p>
Age	<p>Civil Servants</p> <p>Equality statistics for the NICS – NISRA, August 2019.</p>

	<p>Teachers</p> <p>The Annual Statistics Digest - number of teachers registered with the General Teaching Council (NI) by age and gender - March 2018.</p> <p>Members of Police Force</p> <p>Police Service (NI) Workforce Composition Statistics – January 2020.</p> <p>Northern Ireland Fire & Rescue Workers</p> <p>Equality statistics for the NIFRS.</p> <p>Health Service Workers</p> <p>Age profiling statistics extracted from the Business Services Organisation (BSO) Health and Social Care Payroll System.</p>
<p>Marital status</p>	<p>Civil Servants</p> <p>The NICS currently monitors community background, age, disability, ethnic origin and gender but has recently extended that monitoring to cover the remaining equality groups identified in Section 75 of the NI Act 1998 including marital status. At present, information on all the Section 75 groups is collected from applicants for NICS vacancies and work is continuing on the design of the database that will be used to collect and hold Section 75 data on NICS employees. However, there is no indication that this policy will impact disproportionately on the basis of marital status.</p> <p>Teachers</p> <p>This information is not usually collated and we have not been able to identify any single source of information on the workforce in relation to this measure. However, there is no indication that this policy will disproportionately impact on the basis of marital status. The Department for Education is considering whether this information could, in future, be collated and included in the DfE digest of statistics on the Education Workforce which is published on an annual basis.</p> <p>Members of Police Force</p> <p>There is currently no statistical analysis available for this category in respect of members of the PSNI.</p>

	<p>Northern Ireland Fire & Rescue Workers</p> <p>Equality statistics for the NIFRS.</p> <p>Health Service Workers</p> <p>Data on marital status of employees is not readily available for the total Health and Social Care workforce or recorded by all employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to marital status.</p>
<p>Sexual orientation</p>	<p>Civil Servants</p> <p>The Department does not currently gather information on sexual orientation. There is no indication that this policy will disproportionately impact on the basis of sexual orientation.</p> <p>Health Service Workers</p> <p>This information is not readily available for the total Health and Social Care workforce or recorded by all employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to sexual orientation.</p> <p>Teachers</p> <p>This information is not collected by employing authorities. There is no indication that this policy will disproportionately impact on the basis of sexual orientation.</p> <p>Members of Police Force</p> <p>There is currently no statistical analysis available for this category in respect of members of the PSNI.</p> <p>Northern Ireland Fire & Rescue Workers</p> <p>Equality statistics for the NIFRS.</p>
<p>Men & women generally</p>	<p>ALL</p> <p>Equality Commission for Northern Ireland 'Fair Employment Monitoring Report No. 29 – Annual Summary of Monitoring Returns', Latest Edition, 2018.</p>

	<p>Civil Servants</p> <p>Equality statistics for the NICS – NISRA, August 2019.</p> <p>Teachers</p> <p>The Annual Statistics Digest - number of teachers registered with the General Teaching Council (NI) by age and gender - March 2018</p> <p>Members of Police Force</p> <p>Police Service (NI) Workforce Composition Statistics – January 2020.</p> <p>Northern Ireland Fire & Rescue Workers</p> <p>Equality statistics for the NIFRS.</p>
Disability	<p>Civil Servants</p> <p>Equality statistics for the NICS – NISRA, August 2019.</p> <p>Teachers</p> <p>This information is not usually collated. However, there is no indication that this policy will disproportionately impact on the basis of disability. The Department for Education is considering whether this information could in future be collated and included in the DfE digest of statistics on the Education Workforce which is published on an annual basis.</p> <p>Northern Ireland Fire & Rescue Workers</p> <p>Equality statistics for the NIFRS.</p> <p>Members of Police Force</p> <p>There is currently no statistical analysis available for this category in respect of members of the PSNI.</p> <p>Health Service Workers</p> <p>This information is not readily available for the total HSC workforce or recorded by all employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to disability.</p>

Dependants	<p>Civil Servants</p> <p>The Department does not currently gather information on the basis of dependant status. There is no indication that this policy will disproportionately impact on the basis of dependant status.</p> <p>Teachers</p> <p>This information is not collected by employing authorities. There is no evidence that this policy will disproportionately impact on the basis of dependant status.</p> <p>Members of Police Force</p> <p>There is currently no statistical analysis available for this category in respect of members of the PSNI.</p> <p>Fire & Rescue Workers</p> <p>The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including dependant status. Information on all Section 75 groups is collected from applicants for NIFRS vacancies.</p> <p>Health Service Workers</p> <p>This information is not readily available for the total Health and Social care workforce or recorded by all employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to dependant status.</p>
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No evidence held? Outline how you will obtain it:

The use of data will be kept under review as further policy development is conducted following the conclusion of the consultation. The Department of Finance welcomes views from consultees for all proposals in this assessment.

Screening questions

There are 4 essential screening questions:

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the nine Section 75 categories? (minor/major/none)
2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories? (yes/no)
3. To what extent is the policy likely to impact upon good relations between people of different religious belief, political opinion or racial group? (minor/major/none)
4. Are there opportunities to better promote good relations between these three groups? (Yes/No)

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief		None
Political opinion		None
Racial group		None
Age		Minor
Marital status		None
Sexual orientation		None
Men and women generally		Minor
Disability		None
Dependants		None

2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If Yes , provide details	If No , provide reasons
Religious belief		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to promote equality of opportunity for persons within the Section 75 groups.
Political opinion		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to promote equality of opportunity for persons within the Section 75 groups.
Racial group		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to promote equality of opportunity for persons within the Section 75 groups.
Age		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to promote equality of opportunity for persons within the Section 75 groups.

Marital status		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to promote equality of opportunity for persons within the Section 75 groups.
Sexual orientation		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to promote equality of opportunity for persons within the Section 75 groups.
Men and women generally		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to promote equality of opportunity for persons within the Section 75 groups.
Disability		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to promote equality of opportunity for persons within the Section 75 groups.
Dependants		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to promote equality of

		opportunity for persons within the Section 75 groups.
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3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?
minor/major/none

Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief		None
Political opinion		None
Racial group		None

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If Yes , provide details	If No , provide reasons
Religious belief		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to better promote good relations between people of different religious belief,

		political opinion or racial group.
Political opinion		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to better promote good relations between people of different religious belief, political opinion or racial group.
Racial group		The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and removing it for the future. There is no realistic scope for the policy itself to be used to better promote good relations between people of different religious belief, political opinion or racial group.

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

No – The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and to removing it for the future. There is no potential impacts of the policy/decision for persons within the Section 75 groups including people with multiple identities.

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Alternatively there may already be policies in place which would mitigate any adverse impact identified.

Please provide details in the box below:

N/A

Section C

DoF also has legislative obligations to meet under the [Disability Discrimination Order](#) and the [Human Rights Act](#) . The following questions relate to these two areas.

Consideration of Disability Duties

- a) Does the proposed policy / decision provide an opportunity for DoF to better **promote positive attitudes** towards disabled people?

Explain your assessment in full

No - The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and to removing it for the future. The proposed policy does not provide an opportunity for the Department to better promote positive attitudes towards disabled people.

- b) Does the proposed policy / decision provide an opportunity to actively **increase the participation** by disabled people in public life?

Explain your assessment in full

No - The policy relates exclusively to remedying the discrimination identified in public service schemes from 1 April 2015 and to removing it for the future. The proposed policy does not provide an opportunity for the Department to provide an opportunity to actively increase the participation by disabled people in public life.

Consideration of Human Rights

- c) The Human Rights Act (HRA) 1998 brings the European Convention on Human Rights (ECHR) into UK law and it applies in N Ireland. Articles 3 and 4 are classified as “absolute” rights ie the State can never withhold or take away these rights. All others are either “qualified” or “limited”. Further information is available via the following link

<http://www.nicshumanrightsguide.com/>

Indicate any potential *adverse impacts* that the policy / decision may have in relation to human rights issues.

		<u>Adverse impact</u>
Right to Life	Article 2	No
Prohibition of torture, inhuman or degrading treatment	Article 3	No
Prohibition of slavery and forced labour	Article 4	No
Right to liberty and security	Article 5	No
Right to a fair and public trial	Article 6	No
Right to no punishment without law	Article 7	No
Right to respect for private and family life, home and correspondence	Article 8	No
Right to freedom of thought, conscience and religion	Article 9	No
Right to freedom of expression	Article 10	No
Right to freedom of peaceful assembly and association	Article 11	No

Right to marry and to found a family	Article 12	No
The prohibition of discrimination	Article 14	No
Protection of property and enjoyment of possessions	Protocol 1 Article 1	No
Right to education	Protocol 1 Article 2	No
Right to free and secret elections	Protocol 1 Article 3	No

Please indicate any ways which you consider the policy positively promotes human rights.

The proposed policy does not provide an opportunity to positively promote human rights.

Please explain any adverse impacts on human rights that you have identified.

No adverse impacts on human rights have been identified.

If you have identified any adverse impacts on human rights through this screening you must complete a Human Rights Impact Assessment:
<https://www.executiveoffice-ni.gov.uk/publications/human-rights-impact-assessment-proforma>.

Monitoring Arrangements

Public authorities should consider the guidance contained in the Commission's [Monitoring Guidance for Use by Public Authorities \(July 2007\)](#):

<http://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75MonitoringGuidance2007.pdf>

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

Please detail proposed monitoring arrangements below:

The Department of Finance will utilise the data listed below in the future in order to monitor the impact of this policy / decision on equality, good relations and disability duties.

Equality

Equality Commission for Northern Ireland - 'Fair Employment Monitoring Report No. 29 – Annual Summary of Monitoring Returns', 2018.

Equality Statistics for the NICS – NISRA, August 2019.

NIFRS Equality Statistics.

Good Relations

Northern Ireland Public Service Workforce Statistics.

Disability Duties

Northern Ireland Public Service Workforce Statistics.

NIFRS Equality Statistics.

Section D Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened:

Public service pension schemes: changes to the transitional arrangements to the 2015 schemes

I can confirm that the proposed policy / decision has been screened for –

X	equality of opportunity and good relations
X	disabilities duties; and
X	human rights issues

On the basis of the answers to the screening questions, I recommend that this policy / decision is –

	* <u>Screened In</u> – Necessary to conduct a full EQIA
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X	* <u>Screened Out</u> – No EQIA necessary (no impacts)
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X	<p>* <u>Screened Out - Mitigating Actions</u> (minor impacts)</p> <p>Provide a brief note here to explain how this decision was reached:</p> <p>The screening exercise identifies only minor impacts for sex and age. These are incidental to the imperative of the policy revision to remedy unlawful discrimination since 1 April 2015 and remove it for the future. There are no adverse differential impacts for the section 75 groupings</p> <p>Under the policy revision all members with eligible service in the remedy period will be treated equally and afforded the same choices, without reference to age or gender, with the outcome that the unlawful discrimination is remedied, and they should not suffer any detriment as a consequence of its previous effects in the transitional protections which operated in schemes from 1 April 2015. All affected members will be provided with relevant appropriate information about their entitlements under both legacy and reformed scheme rules to assist in this decision.</p>
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	<p>Members of devolved public service pension schemes in Northern Ireland will continue to receive a high quality pension with a guaranteed payment in retirement that is protected against inflation, regardless of gender; racial background; age; disability; persons with dependents and persons without; political opinion; religion or belief; sexual orientation, or marital/civil partnership status.</p>
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**Screening assessment
completed by -**

approved by –

Name Darrell Harvey

Name Blathnaid Smyth

Grade SO

Grade Grade 7

Date 12/8/2020

Date 12/8/2020

Strategic Equality Branch Notified 13/8/2020

Equality Contacts advised 13/8/2020