

Royal College of Nursing response to The Isle of Man Government Unified (Cost Sharing) (Amendment) Scheme 2025

With a membership of over half a million registered nurses, midwives, health visitors, nursing students, health care assistants and nurse cadets, the Royal College of Nursing (RCN) is the voice of nursing across the United Kingdom and the largest professional union of nursing staff in the world.

The RCN supports the underlying principle of cost sharing as a means to ensure public sector pension schemes remain sustainable, stable, and fair. However, similarly to the concerns raised in relation to The Public Sector Pensions (Cost Sharing) (Amendment) Scheme 2025 – the RCN oppose structures that could destabilise member contributions or reduce pension value through frequent rate changes.

Consultation responses

1. Amendments to Rule 31

1.1 The RCN supports the application of increased accrual rates for pensionable service from 1 April 2017 to 31 March 2024 and further increased rates for service from 1 April 2024. These changes improve the pension benefits for scheme members and reflect a positive step towards fairer recognition of public service commitment.

1.2 The removal of the 94% multiplier for service between 1 April 2017 and 31 March 2024 is not opposed by the RCN. Applying the new accrual rates directly, will help restore pension value and member confidence. We do however request that clear guidance is produced for members in relation to this change.

1.3 The administrative update to move accrual rate references from Rule 31.7 to a new Schedule 2 is acceptable.

2. Amendments to Rule 31A and 31C

2.1 The RCN supports the introduction of new service tranches and increased accrual rates under rules 31A and 31C. This is a positive development and will help to enhance future retirement income for affected members.

3. Amendments to Rule 37 and 38

3.1 The RCN supports the changes to rules 37 and 38 to maintain consistency with Rule 31 changes. The RCN supports the increase in accrual rate.

4. Amendments to Rule 83.2

4.1 As above, the RCN emphasises that any cost sharing mechanisms should avoid excessive member contribution instability or reductions in accrued benefits. The expansion of cost

sharing provisions under Rule 83.2 must be closely monitored to ensure stability and fairness for scheme members.

Recommendations and Additional Comments

The RCN urges robust impact assessments and transparent communications to members about how these changes affect their accrued and future pension rights.

Any transition or technical amendments should protect members rights and avoid unintended negative consequences.

The RCN looks forward to continued engagement with the Public Sector Pensions Authority to safeguard scheme sustainability and fairness.