

Message

**From:** Sands, Tim [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=8C44FF00EF2E4D95A394EB529B3E493B-TSANDS]  
**Sent:** 13/04/2020 15:19:06  
**To:** psmatthancock [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=8dddc7f87798480280e3a7aa57cb8d62-psmatthanco]; pshelenwhately [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=d0f92bd025a84f08a4a69d427ef290f7-pshelenwhat]  
**CC:** DL - Private Office Submissions Copy List [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=3db9650054a04b14a0f46f967d348015-DL - Privat]; Larner, Gavin [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=8224ff4b04ea474099b753d392d5e604-GLarner] NR  
[o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=a18a9720698a42b0a091375be4451be9] NR  
[o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=a0dfbb227a8245aba2ea37ec71fe73a5] NR  
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[o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=6424449ca0fc461b8bde342019577f4d] NR Saoirse Cowley (Saoirse.Cowley@governmentlegal.gov.uk) [Saoirse.Cowley@governmentlegal.gov.uk] NR  
[o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=9a176cad256b4a93b685c1ba267b22a6] NR McDonough, Lee  
[o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=3733983330674b358f335c2e9b019865-Lee McDonou]  
**Subject:** RE: COVID Related Death in Service Scheme

-----OFFICIAL - SENSITIVE-----

Hi Ed

Thank you for this.

We have now had a discussion with MS(C) to go through the outstanding issues in the submission that were delegated to her and I was asked to record her decisions.

- MS (C) set out the rationale for preferring the £60K lump sum for all deaths rather than having a pay related element. It was felt that for lower paid staff in particular, many of whom would not have pension benefits, it was important to pay a significant sum showing how much the Government recognised the loss experienced by the family.
- We ran through the further work we have done on the case for including pharmacy staff given HMT concerns. The rationale is based on pharmacies having a 30% increase in workload with higher likelihood of seeing COVID patients than in other retail environments. Pharmacy staff also have to go close to give advice and also see patients in their consultation spaces where social distancing is not possible. It was also possible to delineate roles to distinguish pharmacy staff from other workers in Boots/Supermarkets with pharmacies. MS (C) was comfortable with that rationale
- Ministers do not want to provide additional survivor pensions outside of the benefits provided by the NHS Pension Scheme. However, this was linked to their desire to provide the £60K flat rate for the many lower paid staff who would not have access to a survivor pension through the pension scheme and are less likely to have other life insurance..
- Ministers did not want to offset pension scheme risk benefit against the lump sum payment. This would mean that most NHS staff would not get any benefit and did not acknowledge that the pension benefit was contributory; staff had paid for it.

<pshelenwhately@dhsc.gov.uk>

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**Subject:** RE: COVID Related Death in Service Scheme

-----OFFICIAL - SENSITIVE-----

Hi [REDACTED], Tim,

Apologies for the delay getting this back to you.

SofS has considered and made the following decisions:

- All pharmacy staff are to be included.
- SofS would like the fixed lump sum approach
- He would like this rolled out ASAP

He has delegated any further decisions on Death in Service benefits to MS(C).

[REDACTED] are you able to provide the team with Helen's views on:

- Offsetting from pensions scheme death benefits
- Survivor pensions
- Eligibility

Thanks very much,

[REDACTED]



Department  
of Health &  
Social Care

Dr [REDACTED]

Senior Private Secretary

Office of the Secretary of State

Department of Health and Social Care, 39 Victoria St, London, SW1H 0EU

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**From:** [REDACTED]@dhsc.gov.uk>

**Sent:** 07 April 2020 17:54

**To:** psmatthancock <psmatthancock@dhsc.gov.uk>; pshelenwhately <pshelenwhately@dhsc.gov.uk>

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**Subject:** COVID Related Death in Service Scheme

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Dear [REDACTED] and [REDACTED]

With apologies, here now is the PSED annex to the Death in Service Scheme submission.

Kind regards

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