

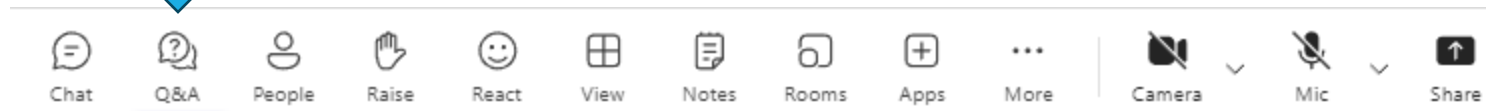
Employers' Forum

Presentation by the Pensions Shared Service (PSS) November 2024

Martin Doyle – Assistant Director – Pensions Shared Service
Carrie Adubofour – Pensions Administration Manager
Ben Short – Senior Team Leader – Employers

Housekeeping

- The webinar is being recorded on MS Teams – a link to the recording will be posted on our Employers webpage along with today's presentation slides:
<https://pensionssharedservice.org.uk/employers/>
- Please turn off your microphone and camera
- Please submit your questions using the 'Q&A' facility



Agenda

- Dashboards
- Valuation at 31 March 2025
- Data Requirements and i-Connect
- Employer Performance
- Ill Health Risk
- Promoting our member online portal MSS

Pensions dashboards are coming

- ▶ Pension dashboards will be a free service allowing all UK savers to see all their pensions in one place, securely online, reconnecting people with their pensions.
- ▶ This includes all pensions savings not yet in payment – including all personal, private and public sector, including our LGPS, as well as State Pensions.
- ▶ There will be:
 - ▶ a non-commercial dashboard run by the Money and Pensions Service (MaPS)
 - ▶ commercial dashboards run by commercial organisations such as insurance companies, banks
- ▶ Legal obligation for pension providers to hold accurate and digitally accessible pension records so they can be digitally matched and returned to whichever dashboard our members choose to use.
- ▶ Consequently, our data quality must be excellent.
- ▶ We must connect to the dashboards' system by 31 October 2025

Quiz Question

Q. Collectively what is the total value of Camden, Merton, Waltham Forest and Wandsworth Pension Funds?

A: Market value of the fund at 31 March 2024 over £7bn - Camden £2.1bn; Wandsworth £3.1bn; Merton £930K and Waltham Forest £1.1bn

Next Pension Fund Valuation at 31 March 2025

Pensions Shared Service

Camden • Merton • Richmond
Waltham Forest • Wandsworth

Key outcomes – funding position

Funding
position

Funding level =
Assets / Liabilities

Surplus (Deficit) =
Assets - Liabilities

Employers – Contribution Rates

Primary rate

- Cost of future benefits
- Employer share only
- Membership profile

Secondary rate

- Reflects employer's funding position and individual circumstances
- Surplus/deficit

Total contribution rate

- Primary plus secondary
- Stability objective
- Long-term cost efficiency

Project timescales for Valuation

Now to Mar 2025

- Early data checks and cleansing

Apr to Jun 2025

- Initial member and employer data sent to Actuary
- Actuary sends over any queries

Jul to Sept 2025

- Final member data and Initial Fund results
- Assumption setting and Individual employer results

Oct to Dec 2025

- More individual employer results
- Draft FSS updated

Jan to Mar 2026

- Draft valuation report with R&A
- Finalise FSS
- Finalise valuation report and R&A

Importance of valuation data

WHAT ARE THE COSTS?



Age

Actual age: 53

Valued age: 63

Liabilities ~10%



Gender

Actual : F

Valued : M

Liabilities ~2%



Salary

Actual salary: £15k

Valued salary: £25k

Liabilities ~67%

Gaps in data mean that Actuary has to assume highest liability

Quiz Question

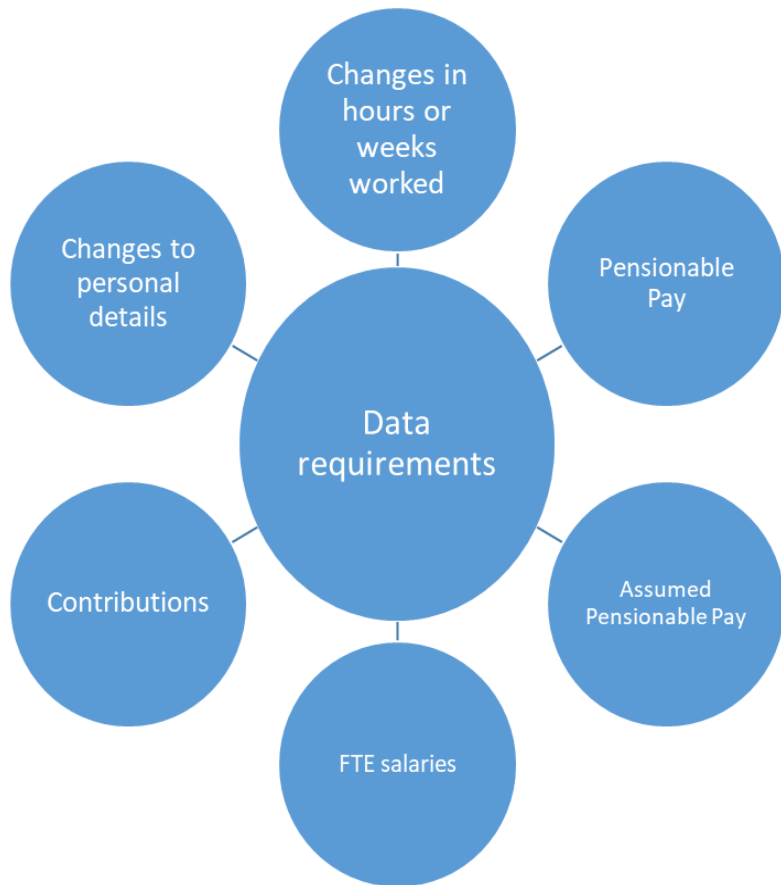
Q. Whose has the legal responsibility to provide accurate monthly employee pay and service data to Pensions?

A: Under LGPS Regulation 80: It is the Employer's responsibility to provide accurate information NOT their payroll provider

Requirements for Accurate Data

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Waltham Forest • Wandsworth



- Poor data:
 - impacts member benefits
 - impacts employer valuation results
 - immediately visible in MSS
- Accurate data:
 - saves time and resources
 - ensures compliance with statutory responsibilities

i-Connect – Common Issues

- Check data prior to submission
 - YTD figures
 - Leavers and Opt outs
 - Reference number changes
 - Assumed Pensionable Pay applied correctly
 - Changes in hours
- 2024- 25 submissions critical for Valuation
- Support available



Employer Performance YTD

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Camden • Merton • Richmond
Waltham Forest • Wandsworth

PENSIONS SHARED SERVICE- I-CONNECT DATA REPORT 2024-25: Apr-Sep 2024 **OVERVIEW**

Assessment: Data quality of the i-Connect submissions is evaluated by checking monthly vs. YTD figures, FTE pay, leaver information, and other obvious errors. The timeliness of submissions is also monitored.

RAG STATUS ASSIGNMENT: DATA QUALITY

GREEN: No obvious errors in data.

AMBER: Average error rate is more than 0 but less than 5%.

RED: Average error rate exceeds 5%.

Number of Employers

236

[VIEW FUND PERFORMANCE DETAILS](#)

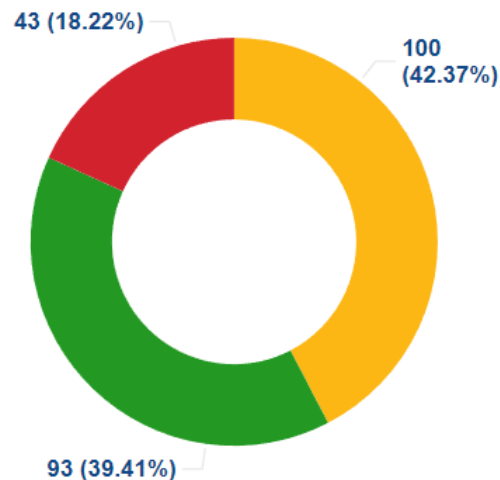
RAG STATUS ASSIGNMENT: TIMELINESS

GREEN: No late submissions.

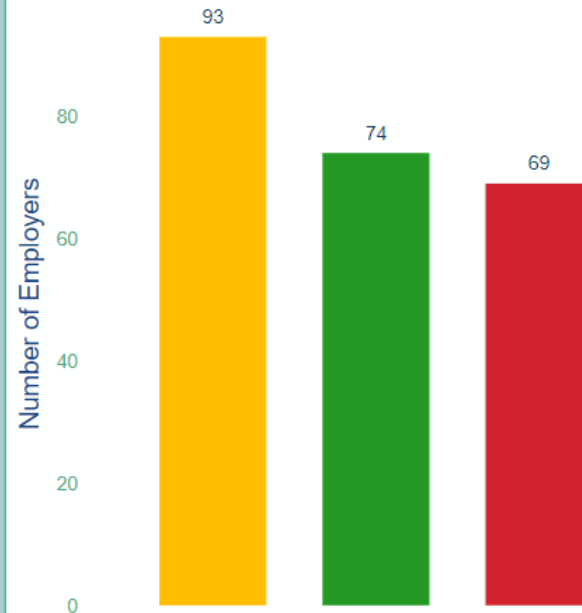
AMBER: 1 late submission.

RED: 2 or more late submissions.

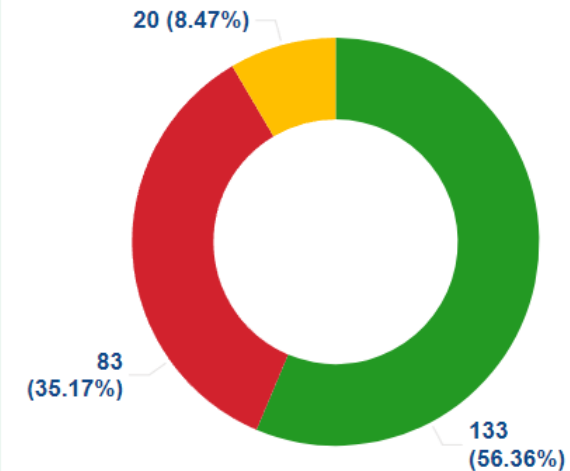
i-Connect submissions: Data quality



i-Connect Submissions: Overall Performance



i-Connect submissions: Timeliness



Best and Worst Performance by MPP's YTD

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Payroll	Avg Error Rate	Avg Late Submissions	Combined Submission Score
⊕ Cantium Solutions	0.00	0.00	0.00
⊕ Innovate	0.00	0.00	0.00
⊕ Step Academy Trust	0.00	0.00	0.00
⊕ United Learning	0.00	0.00	0.00
⊕ Teesside	0.64	0.00	0.64
⊕ The Access Group	0.54	0.14	0.68
⊕ Dataplan	1.10	0.09	1.19
⊕ Payplus	1.29	0.00	1.29
⊕ EPM	1.74	0.08	1.81
⊕ MHR	1.44	0.40	1.84
⊕ Wandsworth Payroll - iTrent	1.97	0.00	1.97
⊕ Xeinadin	1.22	0.80	2.02
⊕ CamdenCloud	2.02	0.00	2.02
⊕ Kingston-SMKR	1.36	0.75	2.11
⊕ GLL	1.20	2.00	3.20
⊕ Orovia	2.95	1.20	4.15
⊕ WF Council-Oracle	0.66	5.00	5.66
⊕ Enable	4.71	2.00	6.71
⊕ SE	17.86	5.66	23.52

For the first 6 data submissions of the year – ZERO errors and late returns is the target and was achieved by the top 4 MPPS's highlighted GREEN

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RAG STATUS ASSIGNMENT: TIMELINESS

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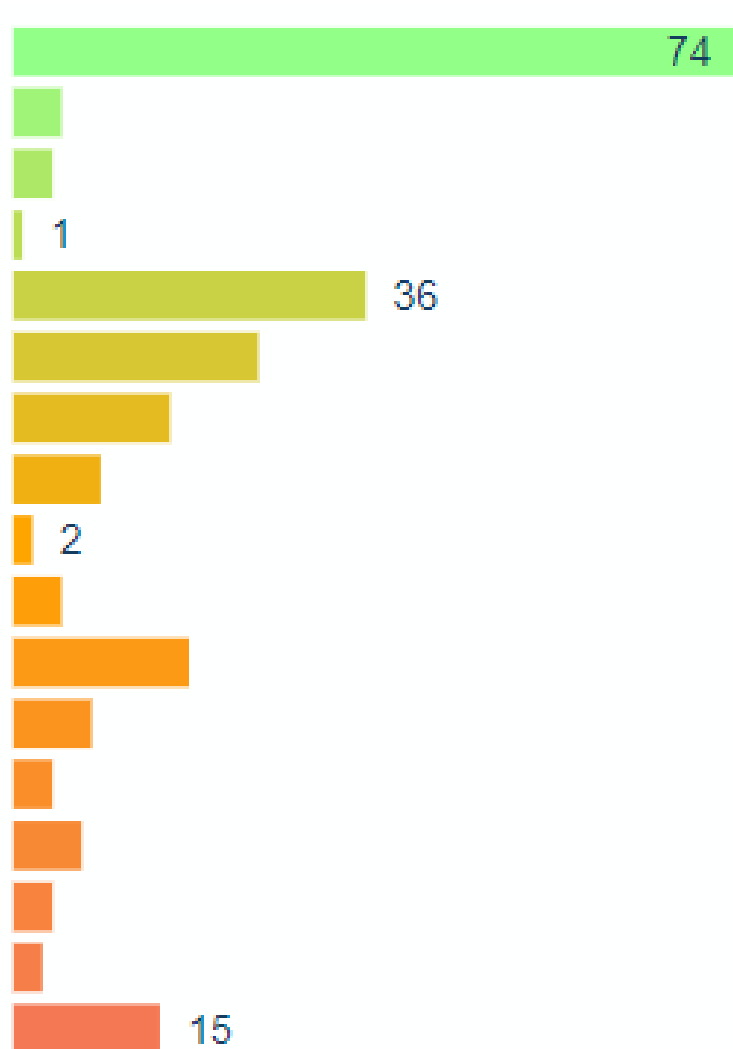
AMBER: 1 late submission.

RED: 2 or more late submissions.

Best and Worst Performance by Employer YTD

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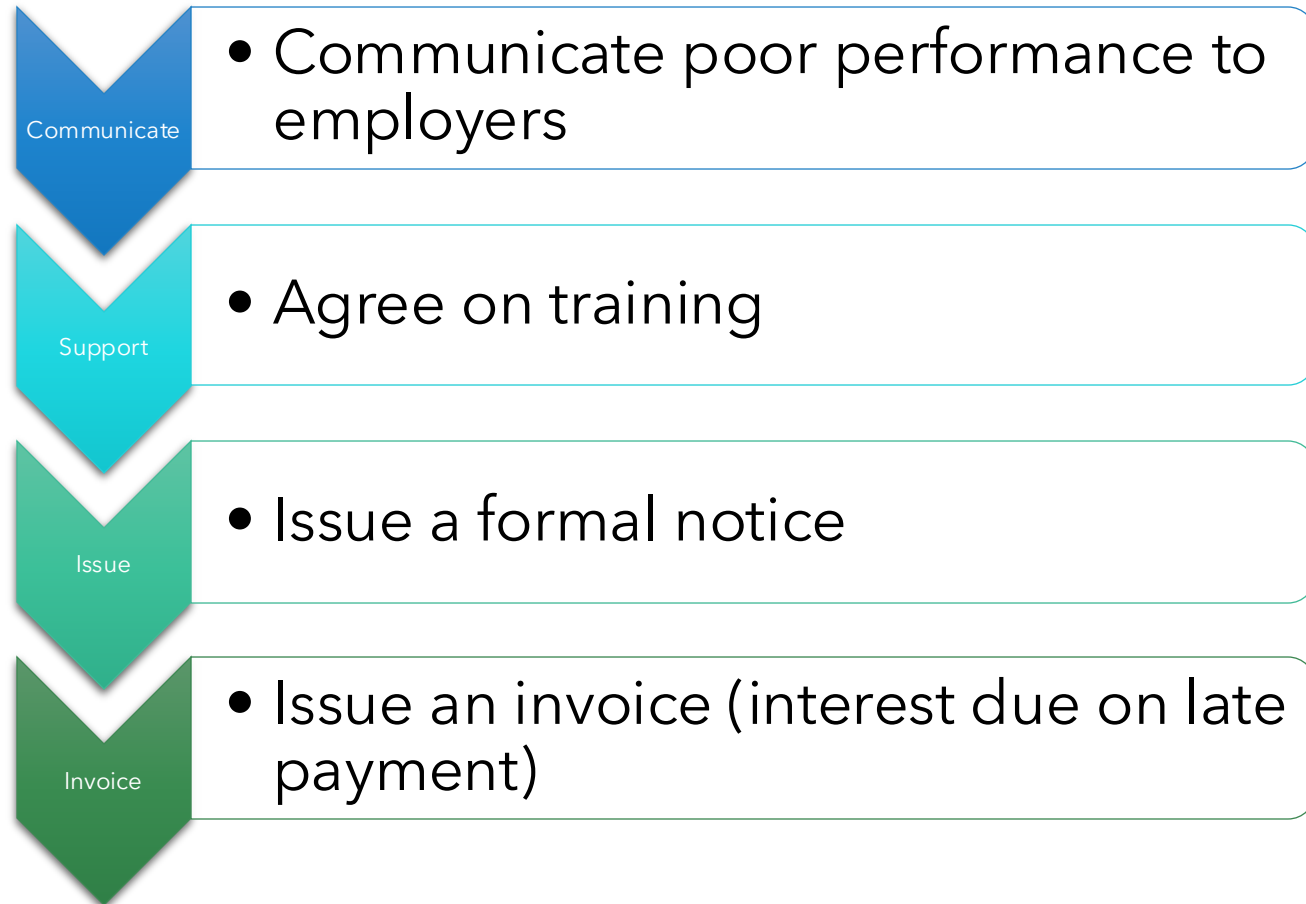
74 Employers have provided 100% timely and accurate i-Connect returns in the first 6 months of the 2024-25 year so far



But 15 have not provided timely or accurate returns



Managing Poor Performance



Recovery of Costs

Late or incorrect
iConnect
submissions

No nominated
pensions
representative

No Discretions
Policy

**Lack of, or late,
notification of
starters, leavers
and changes**

Failure to notify
of TUPE transfers

Failure to notify
of new
Academies or
Free Schools

Late payment of
contributions

Support/training with i-Connect

Contact us: PSSEmployers@richmondandwandsworth.gov.uk

LGPS HR Guide: <https://lgpslibrary.org/assets/gas/ew/HRv4.4c.pdf>

LGA bite-size training modules

The LGA has published bite-size training modules to help employers with key topics:

- Assumed Pensionable Pay;
- Final Pay; and
- Ill Health Retirement

<https://lgpsregs.org/employer-resources/employer-bite-size-training.php>

TRAINING



Consider Ill health risk

Ill health early retirement

Tier 1

Not returning to work before SPA

Immediate payment of accrued pension plus 100% of expected future service to retirement

Tier 2

Not returning to work for at least 3 years but before SPA

Immediate payment of accrued pension plus 25% of expected future service to retirement

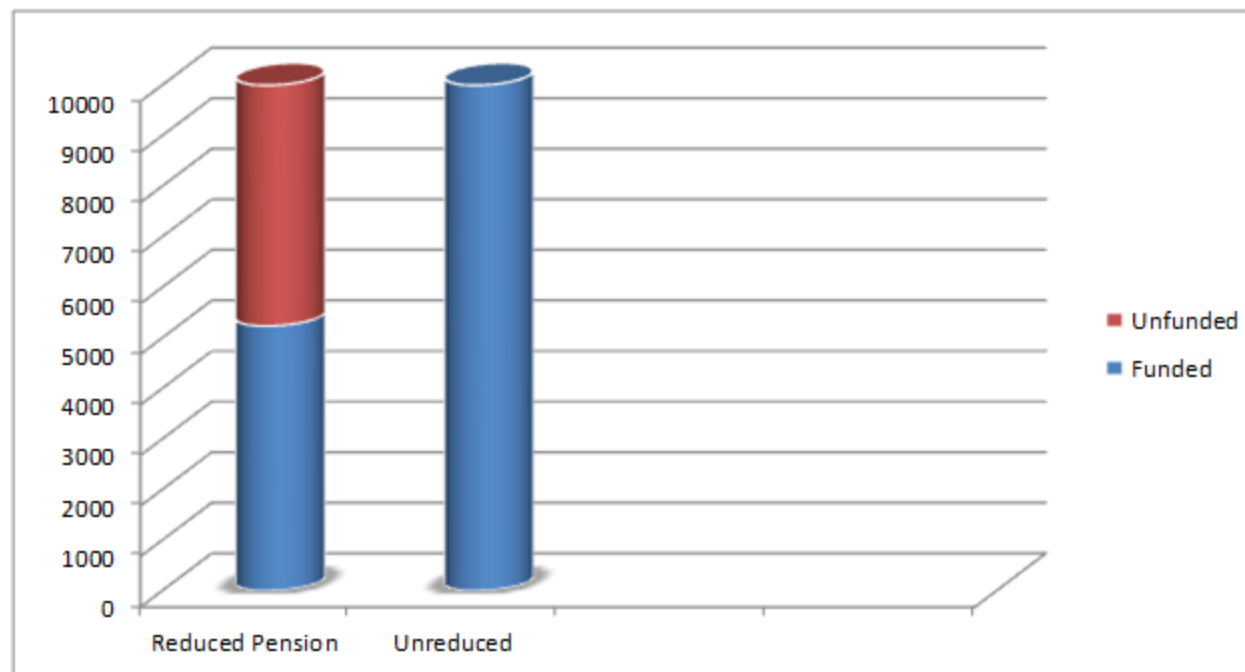
Tier 3

Expected to return to work within 3 years

Immediate payment of accrued pension – payable for up to 3 years

Ill health cost challenges – an example

Strain Costs
can be into six
figures – for
some
employers, an
upfront
payment is
required



55
£4,760

56
£4,760

57
£4,760

.....
.....

85
£4,760

86
£4,760

87
£4,760

88
£4,760

III Health Liability Insurance



- Cover provided by Legal & General
- Premium rates typically 1-2% of payroll
- Covers strain costs in the event of a tier 1 or tier 2 ill health retirement
- Premium rate paid with employer contribution rate
- Availability depends on the Pension Fund you belong to – speak to our Employer Team

Employer Promotion of Member Self Service (MSS)

Employer assistance is key

Issue promotional material

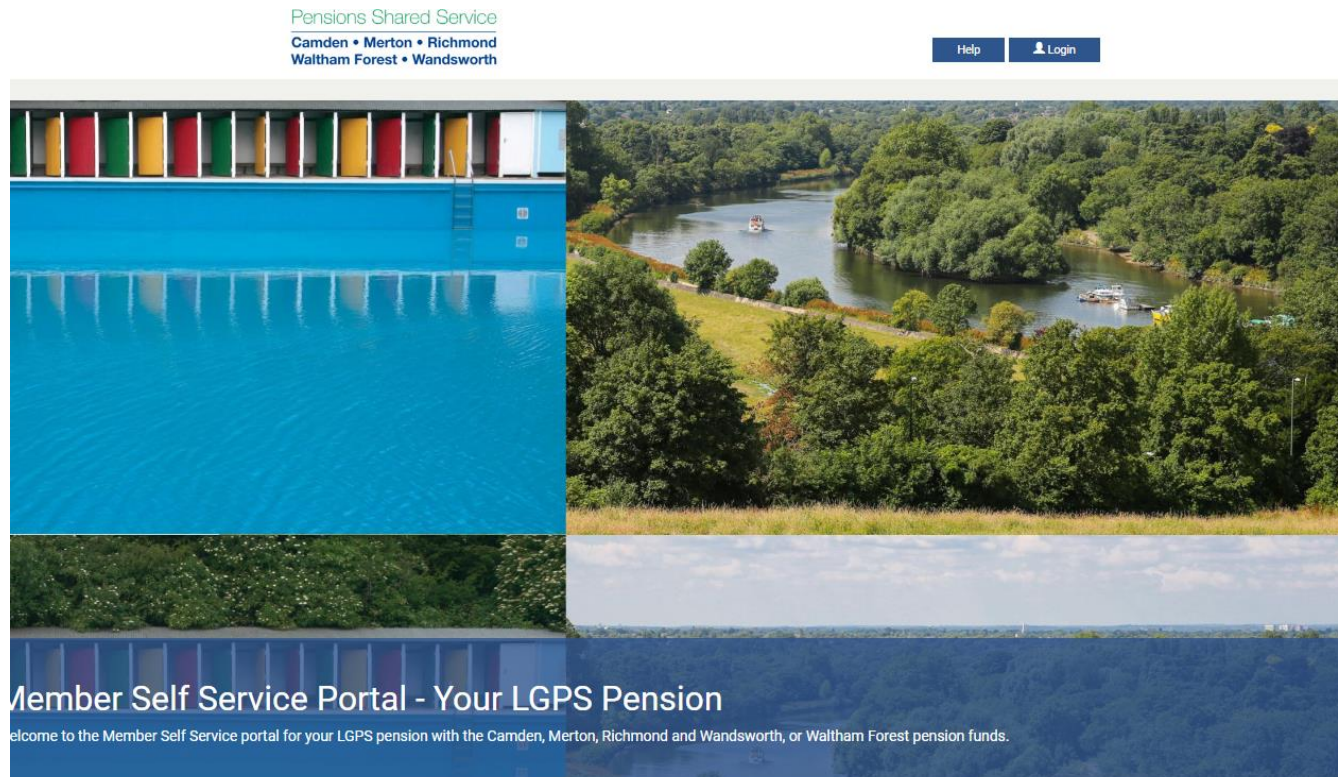
Receive updates of non-registered members



Registration for Member Self Service here: <https://mss.pensionssharedservice.org.uk/>

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Activate Your Account

If you have received an Activation Key from us, click here to complete your registration

[Activate Your Account >](#)



I'd like to Register

Click here if you haven't received an activation key, but would like to register

[Register >](#)

Quiz Question

Q. By Law since 2014, every scheme employer (excludes community schools) must have a published policy on how it will exercise its discretions under the LGPS regulations. How many discretions must be included in your list?

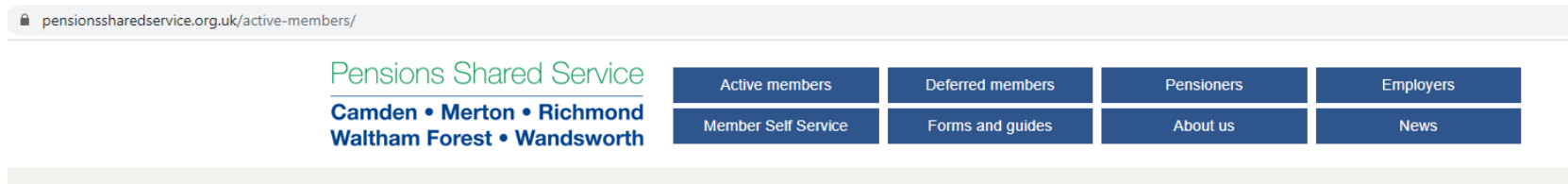
A: Scheme employers must address at least **5** discretions in their policy on: awarding extra pension; Shared Cost Additional Pension Contributions; 'Switching on' the 85-year rule; Flexible Retirement and Waiving actuarial reductions to members benefits.

Our PSS website:

<https://pensionssharedservice.org.uk/active-members/>

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Active members

Currently employed and contributing to the Local Government Pension Scheme

New joiners

If you have just joined the Local Government Pension Scheme and you want to find out more about how the scheme works, please visit the [national members' website](#).

If you have pension rights with another pension scheme (including other LGPS funds) or another pension arrangement, you may be able to transfer these into the LGPS. You only have 12 months from joining the LGPS to opt to transfer any other pension rights.

To investigate a transfer of other pension rights, please download and complete the [Other Pension Rights form](#) and return it to us. Transferring your pension rights is not always an easy decision to make, and you may wish to seek the help of an independent financial adviser.

The LGPS provides life cover for active members of the scheme of three times your pensionable pay. In order that your intention can be taken into account should a lump sum death grant become payable, you should complete an [Expression of Wish form](#).

In this section:

- [New joiners](#)
- [Absences from work](#)
- [Increasing your pension benefits](#)
- [Opting out](#)
- [Paying less into your pension](#)
- [Considering retirement](#)
- [Death in service benefits](#)

See also:

- [Divorce proceedings](#)

More Information



National Member Website:
<https://www.lgpsmember.org/>

Employer Training:
<https://www.lgpsregs.org/employer-resources/index.php>

Pensions Shared Service Website:
<https://pensionssharedservice.org.uk/>

Contacting the Pensions Shared Service –
Employers Team

Email: PSSEmployers@richmondandwandsworth.gov.uk