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To: Cornwall Pension Fund
Cc: Zoe Johnston; Matthew Davies
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**Employer Newsletter
July 2023**



We have now brought on-board almost all of our employers onto i-Connect. Going forward we will release one single monthly newsletter that will cover a round-up of pension news and any updates we have regarding i-Connect.

i-Connect Updates

Maintaining Pension References

All our employers are required to maintain members' pension reference numbers throughout their employment.

Our Employer Data Team frequently completes data-cleansing exercises to ensure your i-Connect submissions update our pension systems correctly. We have continued to see pension reference numbers changing for some employers on a month-by-month basis and this can cause your submissions to fail and a member's pension record to be incorrect.

As per the January Employer Newsletter, our general stance is that we won't change pension references and will refer this back to you and your payroll provider to rectify, i.e. amend the records so that the pension reference numbers are maintained.

Only in very exceptional circumstances will we amend the pension reference numbers due to the resource required to do so. If we do amend these for you, we will charge you for this work at a rate of £100 plus VAT per hour, with a minimum of 1 hour being charged.

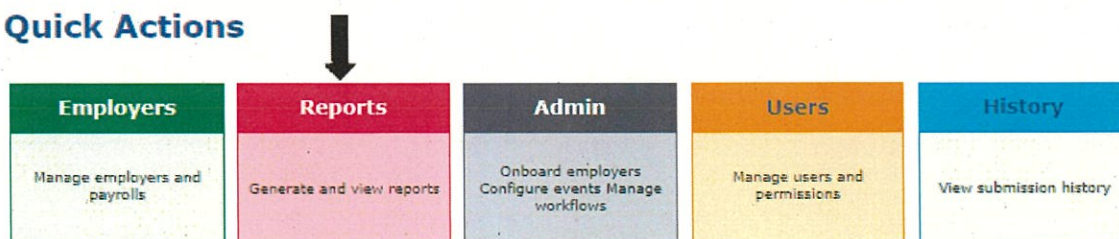
Strain Cost Calculation Quotes for Redundancy

If an employer undertakes a redundancy exercise or is considering dismissal on the grounds of business efficiency, then there may be additional payments to be made to the pension fund, these are known as pension strain costs. If the employee who is leaving employment is aged 55 or over and have LGPS benefits, then they will be eligible to receive their benefits unreduced and an additional pension cost will be payable. The employer is responsible for covering these costs in accordance with scheme regulations.

Employers onboarded to i-Connect can run their own strain cost calculations via the reports tab, this is located on the home screen. These can be run for individual members or as a bulk exercise for every member eligible in your organisation.

Please be aware these calculations are quotes only and any benefits will be paid according to the regulations at the date at retirement. If you need any help with running these reports, please contact employerdata@cornwall.gov.uk and the data team will be happy to help.

Quick Actions



Annual Member Survey

The Pension Fund would like to engage with its members to find out their views on responsible investment and the Fund's approach to responsible investment. This will allow the Fund to better understand the views of Scheme members on issues such as climate change. The feedback will then be taken into account when the Fund conducts its annual review of the Fund's Responsible Investment Policy, later in the year. It will also allow the Fund to establish the best way to communicate with its members on the progress the Fund is making with regards to responsible investment.

We have now published our third annual survey. If you would like to take part in the short survey, please visit the following webpage: https://letstalk.cornwall.gov.uk/cornwall-pension-fund/survey_tools/survey-2023

Please could you share this message and the survey link with your employees.

PLSA Employer Guide

The Pension and Lifetime Savings Association (PLSA) has recently published a Best Practice: Guide for Employers Participating in the LGPS. This guide is designed to help LGPS employers understand and fulfil the significant financial commitments, administrative responsibilities and regulatory requirements associated with the scheme.

Effective Communication with Employers

We will shortly be sending all employers an interactive Contact Details form to complete. This will allow us to confirm and update the details we hold for each organisation. Our aim is to streamline our communication channels and ensure that important updates, queries and information reach the right individuals promptly. We hope that this will enhance the way we work together and contribute to a smoother more seamless process when communicating.

A deadline of **Wednesday 16th August 2023** has been set for the form to be completed and returned, if you unable to meet this deadline or have any queries, please contact Daniel.Pattingale@Cornwall.gov.uk.

REMINDER | Employer Discretions

Under the Local Government Pension Scheme (LGPS) Regulations, each Scheme employer **must** create, publish, and keep under review a discretions policy outlining certain pension discretions they can exercise in relation to their employees.

Our fund's Pension Administration Strategy also states a Fund employer has responsibility to "formulate, publish, and review policies regarding all discretions that the employer may exercise. Employers must provide a copy to the Fund within 3 months of joining the fund and then every 3 years.

The discretions policy should include the following as a minimum:

- ❖ Whether you will permit flexible retirement and if so, under what circumstances, and whether you will waive any actuarial reduction and if so, under what circumstances

- ❖ Whether you will waive any actuarial reduction for early retirement and if so, under what circumstances
- ❖ Whether you will “switch on” the 85 Year Rule for early retirement and if so, under what circumstances
- ❖ Whether you will purchase additional pension for an employee and if so, under what circumstances
- ❖ Whether you will contribute to an employee’s Additional Voluntary Contributions (AVC) and if so, on what basis
- ❖ Whether you will permit early retirement on compassionate grounds and if so, under what circumstances
- ❖ Whether you will extend the 12-month time limit for transfers into the LGPS and if so, under what circumstances
- ❖ Whether you will extend the 30-day deadline for member to elect for a shared cost APC upon return from a period of absence from work with permission with no pensionable pay and if so, under what circumstances

Thank you to those employers who have recently submitted their policy to us. To date, we have still not received the employer discretions policies from a considerable number of employers therefore, please forward this to us as soon as possible to comply with the LGPS regulations and the Pension Administration Strategy.

You will also need to ensure your employer discretions policy is reviewed at least on a 3 yearly basis and this should be forwarded to us accordingly after each review.

Contact:



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