

Milly Southworth

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To: Daniel Pattingale
Cc: Matthew Davies; Zoe Johnston
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Employer Newsletter
January 2024



Cornwall
Pension
Fund

REMINDER | Casual members

We have recently identified a number of members who have not earned and therefore have not paid pension contributions for a significant period across our employers.

His Majesty's Revenue and Customs (HMRC) state it is good practice to remove employees from the payroll system if they have not been paid for a significant period.

By leaving these employees as active members of the Local Government Pension Scheme, there could be an increase in your liabilities due to incorrect membership data at the next valuation.

We recommend taking an opportunity to review your current casual roster. Find out when they last worked or were paid and consider whether or not to make them a leaver, if they haven't worked for a significant time.

If you decide to make them a leaver, please record the leaving date and reason on your next i-Connect submission.

If you have any questions, please contact the Employer team on employerdata@cornwall.gov.uk

Members contribution flexibility

Blue January is a day marked by increased financial caution, and a focus on budgeting after the holiday expenses. This is typically the third Monday in January, and it is not unusual to see a spike in members opting out of their workplace pension.

Instead of opting out, did you know members can choose to pay half the standard rate of contributions and in return build up half their normal pension, but they will still get the full life assurance cover and ill health benefits. This is known as the 50/50 section of the Scheme.

The 50/50 section is seen as a temporary option and can help members get through difficult financial times whilst still contributing to their retirement.

Find out more about contribution flexibility: <https://www.cornwall.gov.uk/jobs-and-careers/cornwall-pension-fund/thinking-of-joining/how-much-will-i-pay/contribution-flexibility/>

Additional Final Pay training

An extra date has been added for those who could not attend last year's Final Pay training. More training dates will be available after the start of the fiscal year, and if you need assistance in the meantime, we can arrange a personalised session for you.

Training Highlights:

- **Comprehensive Insights:** Our training covers all aspects of Final Pay calculations, ensuring you have a clear understanding of the process.
- **Hands-On Exercises:** Engage in practical exercises and real scenarios to test your skills.

- **Final Pay Calculator:** We will provide a Final Pay Calculator to support you with a practical tool to streamline the Final Pay calculation process.

Training Dates:

- Friday 26 January 2024
 - 11:00 – 12:30

Location: Virtual/MS Teams

It is the responsibility of the employer to provide member information to the Cornwall Pension Fund when requested. However, if you would like your payroll provider to join you on this training, please let us know when booking. Please request a space by contacting Daniel.pattingale@cornwall.gov.uk.

Job titles - i-Connect

We have identified a limitation in our online system, allowing only twenty characters for entering a members' job title. While this will not affect how it appears on your view of the system, it impacts the full display on our systems and when publishing letters.

For instance:

"Administration Supervisor" may become "Administration Super", whereas "Admin Supervisor" is under twenty characters and won't be altered.

If possible, we appreciate your cooperation in using short or abbreviated versions of a members' job title when completing your i-Connect submission, to avoid any confusing titles being used.

Payroll contact information

We introduced new contact forms last year with the view to improve and streamline our communications with our employers. To further optimise this system, we believe it will be beneficial to hold tailored contact information for your external payroll provider (if applicable). If possible, please provide the following details:

We would like the following information:

- Name of nominated payroll personnel
- Nominated personnel contact email
- Contact number (if applicable)

Please email this information to Daniel.pattingale@cornwall.gov.uk.

TPR General Code of Practice

On 10 January 2024, the Pensions Regulator (TPR) unveiled the highly awaited final version of its new general code of practice. This comprehensive code has now officially reached Parliament and is scheduled for release on March 27, 2024.

While primarily a consolidation of the 10 existing codes it replaces, the new code introduces notable additions, encompassing modules addressing critical areas such as climate change, cyber controls, and pension scams. Additionally, it explicitly emphasizes the necessity for an “effective system of governance” (ESOG), setting out in detail the expectations around this.

Employer role training

The Local Government Association (LGA) is offering Employer Role training that you may find useful, these sessions are available to view and book via the [LGA events website](#). These workshops will provide an overview of the scheme rules for the LGPS in England and Wales as well as guidance on administration. It is aimed at those employers who have administrative responsibilities for members within the scheme.

The link for each course contains the course programme, pricing and booking link.

Training sessions available are as follows:

- [16 April 2024 – online](#)
- [22 April 2024 – online](#)
- [2 May 2024 – online](#)
- [14 May 2024 – online](#)
- [13 August 2024 – London](#)
- [29 August 2024 – online](#)
- [1 October 2024 – online](#)
- [7 November – online](#)
- [6 December – online](#)

All bookings are on a first come, first serve basis. For fairness, the LGA has capped each course at five delegates per organisation. If you are unable to book a place on a course, email training.lgps@local.gov.uk for assistance.

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