

F+PG 29/03/21

Agenda 8.b.

Year end info request / Employer  
Newsletter / Torridge Parish Council

Milly Southworth

Meeting

**From:** Matthew Allen (Cornwall Pension Fund) <matthew.allen@cornwall.gov.uk>  
**Sent:** 25 February 2021 12:43  
**To:** Cornwall Pension Fund  
**Subject:** 2020/2021 Year End  
**Attachments:** Year End 2021 Guide (CC Payrolls).pdf

**Importance:** High

Information Classification: CONTROLLED

Dear Employer,

We are approaching the year end for the Local Government Pension Scheme (LGPS), when we update the pension records in respect of your employees contributing to the scheme within the Cornwall Pension Fund.

The responsibility for supplying accurate and timely data for scheme members lies with each employer in the LGPS, even if you have outsourced your payroll provision to a third party, including Cornwall Council's Transactional Services. Provision of this information is also a statutory requirement in accordance with the LGPS Regulations 2013.

This year, we have provided you with a Year-End Guide 2020/2021 (see attached) to help you through the year-end process. It is important that you read this guide to ensure you know what to do and please raise any queries with your year end data directly with Cornwall Council's Transactional Services.

Please note that we require this information by 30th April 2021.

Regards,

Matt Allen | Pension Fund Employer Liaison Officer Cornwall Pension Fund  
matthew.allen@cornwall.gov.uk<mailto:matthew.allen@cornwall.gov.uk> | Tel: 01872 323563 (please see note below) [www.cornwallpensionfund.org.uk](http://www.cornwallpensionfund.org.uk)<<http://www.cornwallpensionfund.org.uk>>

Please note: Due to Covid-19 and the latest advice, I am presently working from home and am only contactable via email or Microsoft Teams

4th Floor South Wing, County Hall, Truro, TR1 3AY

[cid:image007.jpg@01D70B73.ABBCCA20]<<http://www.cornwallpensionfund.org.uk/>>

[cid:image008.jpg@01D70B73.ABBCCA20] [A picture containing text Description automatically generated]

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**Milly Southworth**

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**From:** Matthew Allen (Cornwall Pension Fund) <matthew.allen@cornwall.gov.uk>  
**Sent:** 02 March 2021 13:59  
**To:** Cornwall Pension Fund  
**Cc:** Matthew Allen (Cornwall Pension Fund); Matthew Davies; Calvin Matthews  
**Subject:** March 2021 Employer Newsletter  
  
**Importance:** High

Information Classification: CONTROLLED

## Employer Newsletter

### March 2021



## REMINDER Employee contributions bandings 2021/2022

Below are the employee contribution bands, which will be effective from 1<sup>st</sup> April 2021. They are calculated by increasing the 2020/21 employee contribution bands by the September 2020 CPI figure of 0.5% and then rounding down the result to the nearest £100:

Contribution bandings 2021/2022		
Actual Pensionable Pay	Main Section	50/50 Section
Up to £14,600	5.50%	2.75%
£14,601 to £22,900	5.80%	2.90%
£22,901 to £37,200	6.50%	3.25%
£37,201 to £47,100	6.80%	3.40%
£47,101 to £65,900	8.50%	4.25%
£65,901 to £93,400	9.90%	4.95%
£93,401 to £110,000	10.50%	5.25%
£110,001 to £165,000	11.40%	5.70%
£165,001 or more	12.50%	6.25%

Please ensure that you apply the above employee contributions bandings from 1<sup>st</sup> April 2021 and inform your payroll provider accordingly.

## 2020/2021 Year end

We have now issued instructions to all employers with regard to your organisation supplying the 2020/2021 year end data to the Fund by 30th April 2021.

Please ensure your payroll provider is aware of our deadline and you, as the employer, have allowed sufficient time to carry out the appropriate data checking ahead of the submission to the Fund by the deadline.

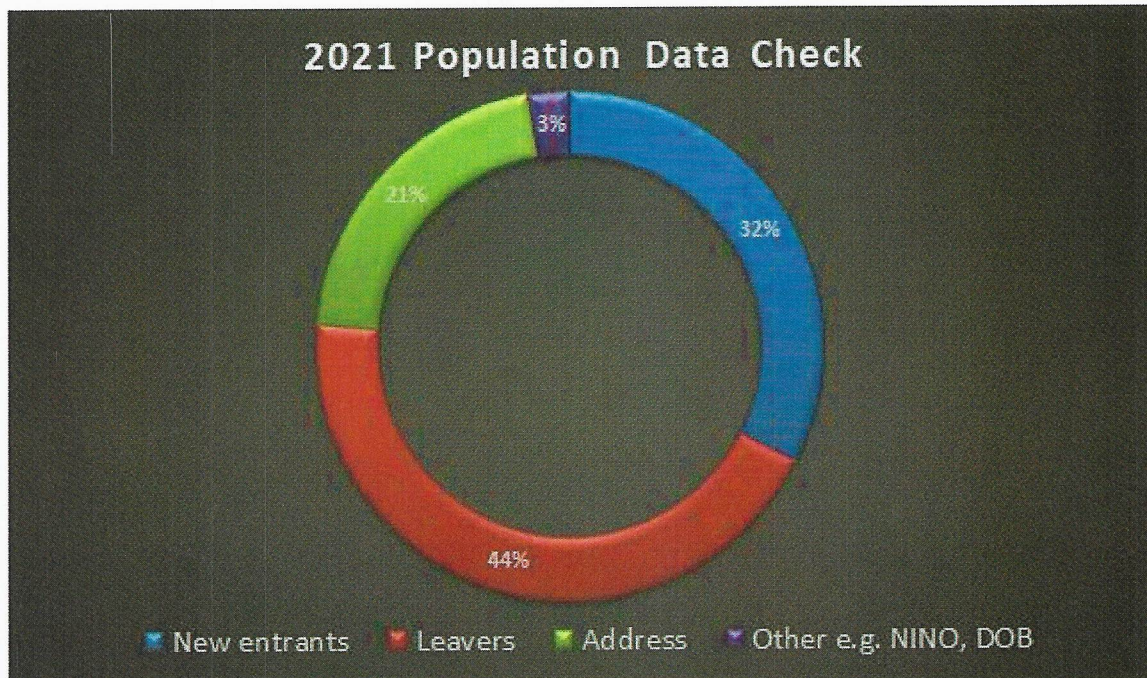
## Population Data and data quality

The Pension Regulator states that Funds and employers should regularly check their data, so we contacted all non-Cornwall Council/HR Transactional Services maintained payroll employers in January 2021 to check the pension population data that we hold for your organisation ahead of the year end process.

90% of the employers contacted did respond, which is slightly down from the January 2020 check where 91% responded. Those employers that didn't respond to this population data exercise may incur increased number of queries in relation to their data that could have been prevented, had they actioned the January 2021 population data check and returned it to us by the deadline.

The chart below shows a split of the type of **previously un-notified changes** as a result of this population data check:





We appreciate that the last year has been testing however, the results of this population check are very disappointing both in respect of numbers of the new entrants (272) and leavers (366) not being previously notified to the Fund. In total, we saw a 46% increase of previously un-notified changes, compared to the January 2020 population data check.

To remind you, the Pension Administration Strategy states that **employers should notify the Fund of a new joiner within 10 working days of the start date and notify the Fund of a leaver within 10 working days of the leave date.** Please check that you and your payroll provider have the necessary processes in place to ensure that these deadlines are met going forward.

With the introduction of the Pension Administration Strategy from January 2019, which **applies to all Fund employers**, we have the ability to levy costs associated with the employer's poor performance. Where necessary, we could also report your organisation to the Local Pension Board and The Pension Regulator who could also impose financial sanctions, as it is a statutory requirement that you provide us with all necessary information in order to administer the LGPS.

## Consultation

HM Treasury have recently launched a consultation on implementing the increase in the normal minimum pension age from 55 to 57 in April 2028. Currently, age 55 is the minimum age that anyone in LGPS may retire, except under ill-health grounds. The government is proposing to increase this to age 57 from April 2028. **The consultation will close on 22 April 2021.**

You can find a link to the relevant Gov.uk webpage and the consultation document here:

<https://www.gov.uk/government/consultations/increasing-the-normal-minimum-pension-age-consultation-on-implementation>

## Exit cap update

On 12 February 2021, HM Treasury [HMT] published the Exit Payment Cap Directions 2021 (the Directions). The Directions disapply the regulations regarding the £95k exit cap with immediate effect. This means the exit cap does not apply to exits that take place on or after 12 February 2021.

On 25 February 2021, The Restriction of Public Sector Exit Payments (Revocation) Regulations 2021 were made and laid before parliament and will come into force on 19th March 2021. These regulations confirm the effect of the disapplication Directions made on the 12th February 2021.

HM Treasury has issued guidance on the Directions, whereby the expectation is that employers should pay the additional sums that would be paid had the cap not applied for employees who left between 4<sup>th</sup> November 2020, the date the exit cap regulations came into force and 12<sup>th</sup> February 2021.

However, the Government has confirmed that “HM Treasury will bring forward proposals at pace to tackle unjustified exit payments”. The Government has not confirmed when the exit cap or further reforms will be introduced. We do not expect any changes in the next few months, due to the time it will take to consult and make changes to legislation.

Public sector employers planning future workforce reform will need to be aware that:

- an exit cap may be in force later in 2021, and
- the Government may introduce further reforms to exit pay when the exit cap is reintroduced.

## **Employer training**

The Local Government Association (LGA) will be running the Employer Role course over four dates which covers the duties and responsibilities of Local Government Pension Scheme (LGPS) employers.

The course covers:

- Brief Overview
- Joining the LGPS
- CARE vs Final Pay
- Absences
- Additional Contributions
- Regulatory Requirements - Actives
- All Types of Retirement and Death
- Early Leavers
- Other Areas for Consideration

The charge is £270 plus VAT for the day long course. This will run from 10 am until 4 pm using MS Teams. A PDF copy of the notes for the course will be sent to delegates shortly before the course is run.

The available dates are:

- 1 April
- 8 April
- 20 April



- 22 April

If you are interested in attending this training, please click on the relevant date above to go to the LGA booking page.

Please do let [elaine.english@local.gov.uk](mailto:elaine.english@local.gov.uk) know if your chosen date/s are booked up and she will add you to a waitlist. They will try to ensure anyone who wants a place on the course can get one by adding additional dates if required.

***Are the right people receiving this communication?***

Please ensure that staff responsible for providing information to us from your organisation receives this communication and if necessary, please notify us of the updated contact details for your organisation.

**Contact:**



Cornwall Pension Fund. 4<sup>th</sup> Floor South Wing, County Hall, Truro TR1 3AY



01872 322322



[www.cornwallpensionfund.org.uk](http://www.cornwallpensionfund.org.uk)



[pensions@cornwall.gov.uk](mailto:pensions@cornwall.gov.uk)

**Pension Fund Employer Liaison Officer:**



Matt Allen



01872 323563



[matthew.allen@cornwall.gov.uk](mailto:matthew.allen@cornwall.gov.uk)

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## Milly Southworth

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**From:** Matthew Allen (Cornwall Pension Fund) <matthew.allen@cornwall.gov.uk>  
**Sent:** 12 March 2021 09:58  
**To:** Cornwall Pension Fund  
**Subject:** Town and Parish Councils employer meetings

Information Classification: CONTROLLED

Dear Employer,

Following recent feedback from employers, it has been identified that employers would like regular meetings with me/the Fund. With this in mind and rather than holding whole fund employer meetings, I thought it would be better and more useful for you (and us) to schedule in six monthly virtual/Microsoft Teams employer meetings with the Town and Parish Councils in the Fund.

My initial thoughts are, we could cover:

- common issues or problems
- future changes/ updated legislation
- training

The meetings would also include time for any other specific questions you may wish to raise.

If there is anything that you think should be included, please let me know as these meetings will hopefully assist you going forward.

The dates of the first two virtual meetings are:

Wednesday 8<sup>th</sup> September 2021 9am to 11am

Tuesday 8<sup>th</sup> March 2022 2pm to 4pm

To confirm, these meetings will only have Parish and Town Council staff invited to make the most out of the meetings.

If you or anyone in your organisation would like to attend these meetings, please email me and I will send you the Microsoft Teams appointment and login details. Closer to the above dates, I will send out an agenda to all those who have requested to attend.

Regards,

**Matt Allen | Pension Fund Employer Liaison Officer**  
**Cornwall Pension Fund**

[matthew.allen@cornwall.gov.uk](mailto:matthew.allen@cornwall.gov.uk) | Tel: 01872 323563 (*please see note below*)  
[www.cornwallpensionfund.org.uk](http://www.cornwallpensionfund.org.uk)

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