



THE ROYAL COUNTY OF
BERKSHIRE
PENSION FUND

ADMINISTRATION REPORT

QUARTER 3 – 2022 (Q2 2022/23)

1 July 2022 to 30 September 2022

Contents

1.	ADMINISTRATION	3
1.1	Scheme Membership.....	3
1.2	Membership by Employer	3
1.3	Scheme Employers	4
1.4	Scheme Employer Key Performance Indicators	5
1.5	Key Performance Indicators	6
1.6	Communications	8
1.7	Stakeholder Feedback	8
2	SPECIAL PROJECTS	9
2.1.	McCloud Judgement	9
2.2	Pensions Dashboard Programme	Error! Bookmark not defined.

1. ADMINISTRATION

1.1 Scheme Membership

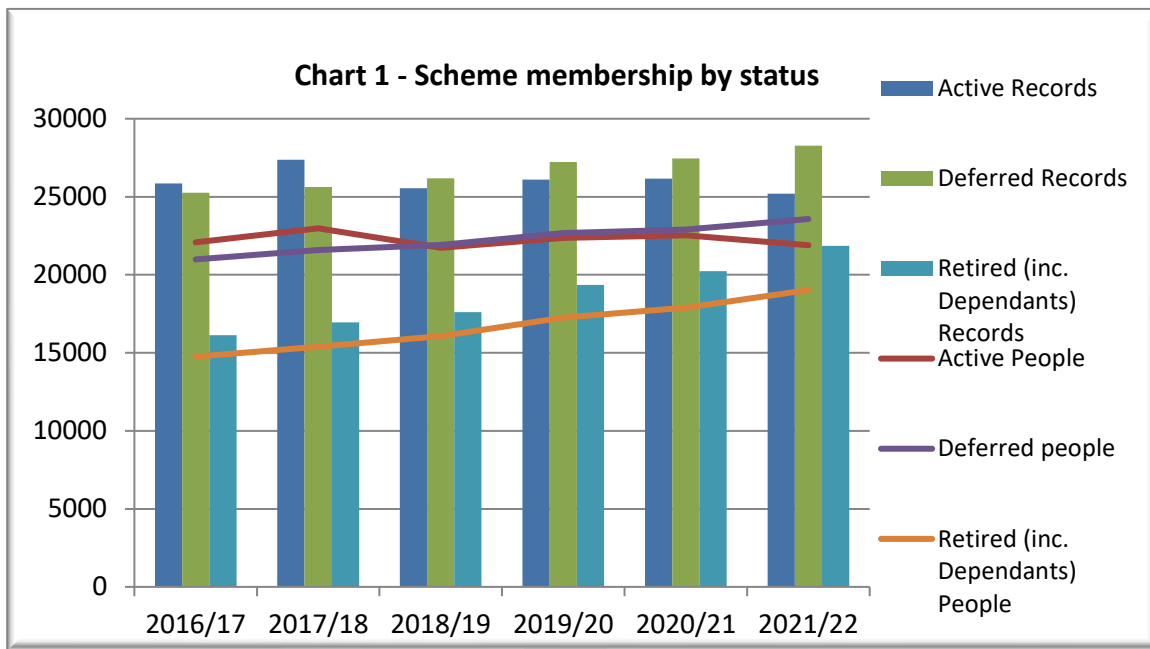


Table 1 – Total Membership

Active Records	25,188	Active People	21,893
Deferred Records	28,276	Deferred People	23,574
Retired Records	21,853	Retired People	19,021
TOTAL	75,317	TOTAL	64,488

1.2 Membership by Employer

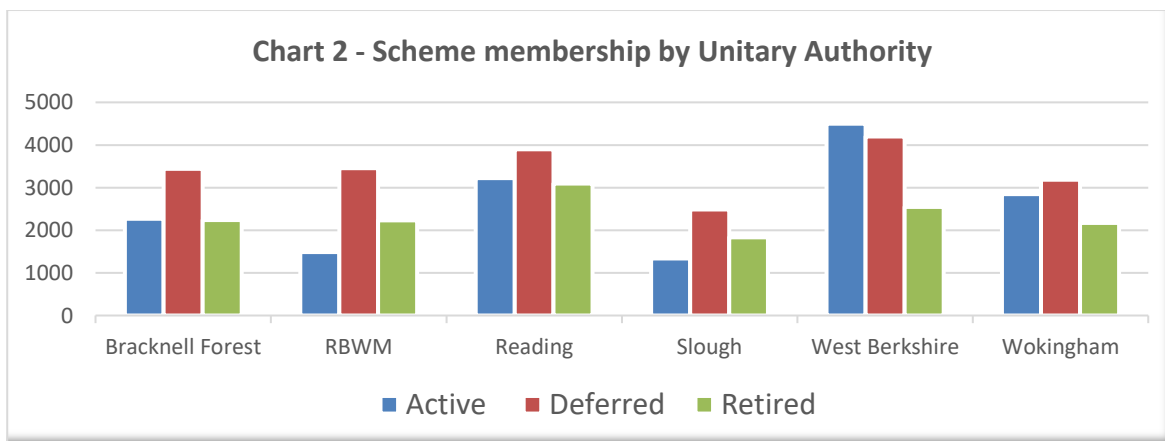
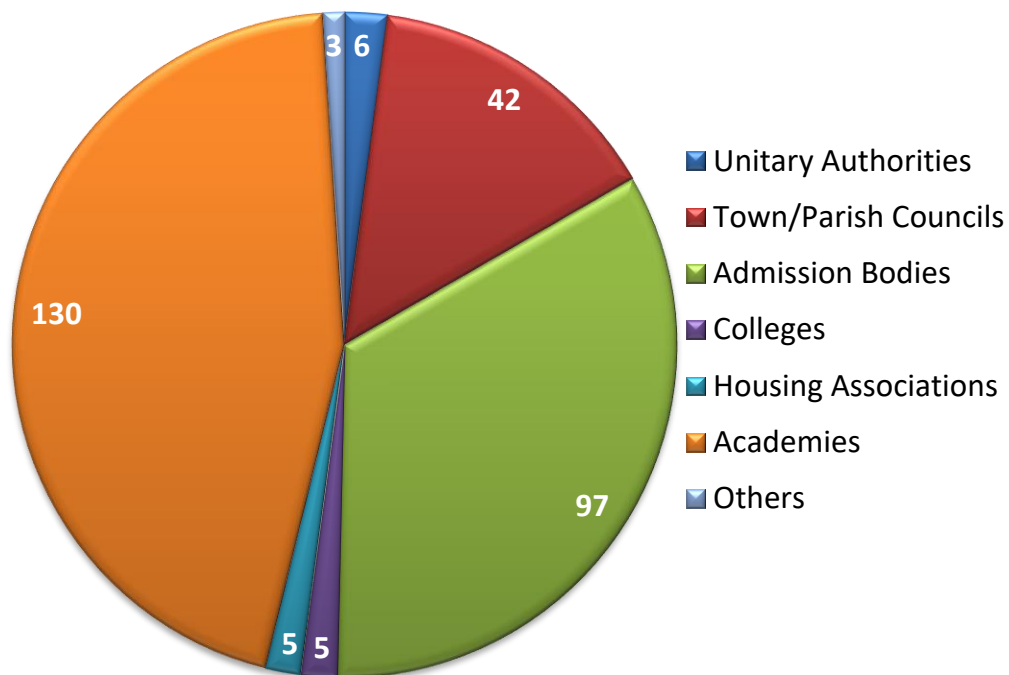


Table 2 - Membership movements in this Quarter (and previous Quarter)

	Bracknell	RBWM	Reading	Slough	W Berks	Wokingham
Active	-43	+5	-46	-35	-151	-11
	-38	+19	-44	+24	+73	-54
Deferred	+42	-33	+20	+12	+38	+55
	-7	+10	+26	+13	+24	+5
Retired	+56	+51	+72	+28	+121	+59
	+43	+15	+40	+13	+23	+34

1.3 Scheme Employers

Chart 3 - Employers with active members

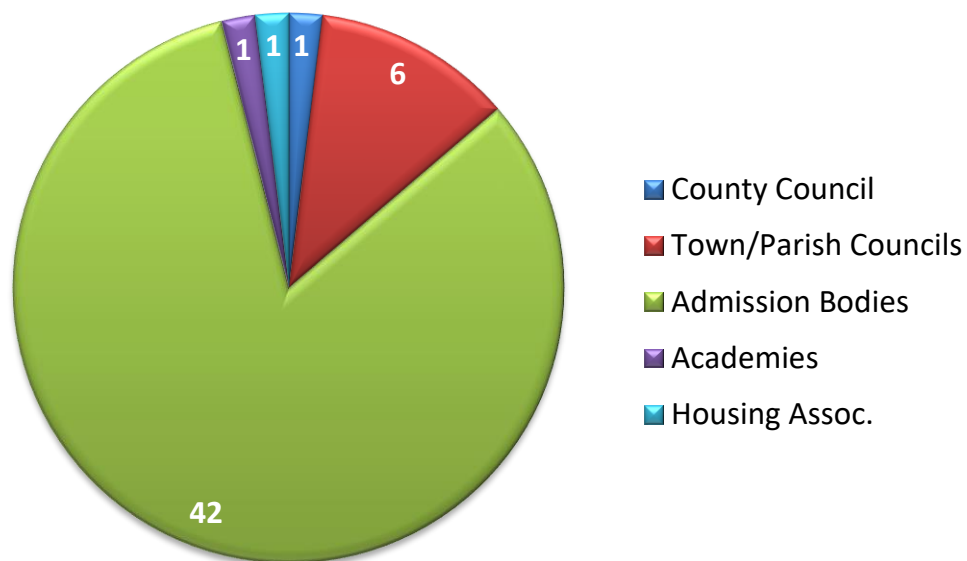


New employers since last report:

Admission Bodies: Glen Group Limited (Arbib Academy Trust), Hayward Services (Claycots School, Slough), DB Services Limited (Transform Learning Trust), Hayward Services (St Thomas's Academy Trust)

Academies: None

Chart 4 - Employers without active members



Exiting employers: None

1.4 Scheme Employer Key Performance Indicators

Table 3 – i-Connect users Quarter 2 (1 July 2022 to 30 September 2022)

Employer	Starters	Leavers	Changes	Total	Submission Received Within Specification
Bracknell Forest Council	251	223	335	809	100%
RBWM	158	114	172	444	100%
Reading BC	249	139	356	744	100%
Slough BC	174	75	180	429	100%
West Berks Council	571	185	839	1,595	100%
Wokingham BC	257	189	349	795	100%
Academy/ School	762	863	1,418	3,043	82.94%
Others	134	71	164	369	93.93%

NOTES: Table 1A above shows all transactions through i-Connect Software for the third quarter of 2022. Changes include hours/weeks updates, address amendments and basic details updates.

The benefits of i-Connect are:

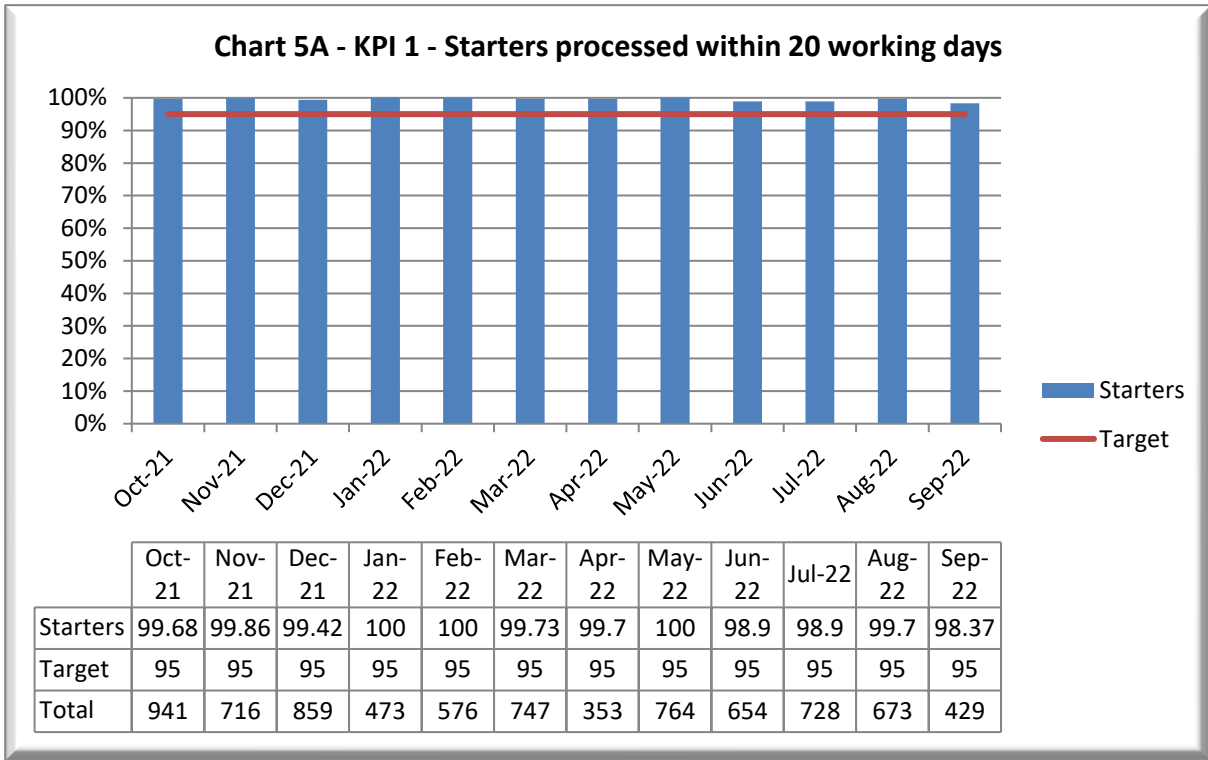
- Pension records are maintained in ‘real-time’;
- Scheme members are presented with the most up to date and accurate information through “my pension ONLINE” (Member self-service);
- Pension administration data matches employer payroll data;
- Discrepancies are dealt with as they arise each month;
- Employers are not required to complete year end returns;
- Manual completion of forms and input of data onto systems is eradicated removing the risk of human error.

Since 1 July 2022 no further scheme employers have on boarded i-connect Software, but Officers have been working most closely with The Holt School and The Slough & East Berkshire MAT which represents circa 256 scheme member records.

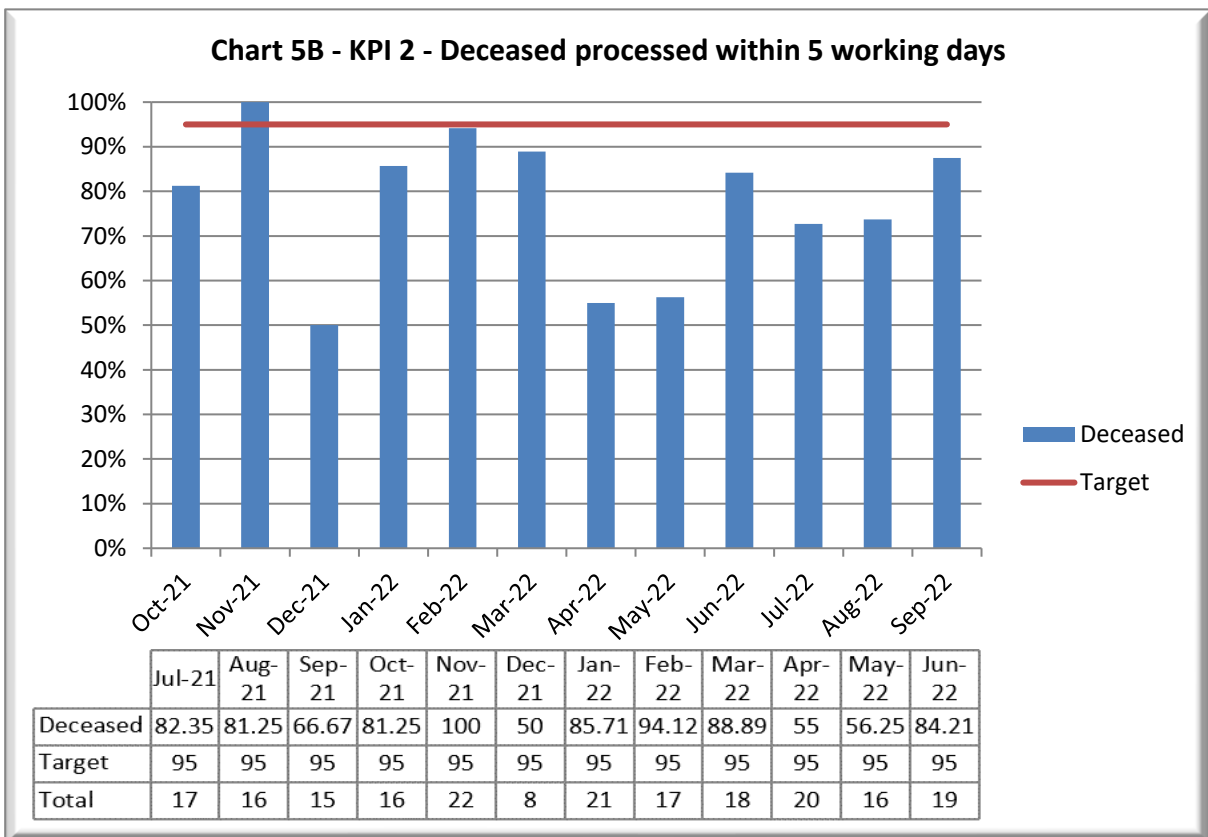
Overall, including The Holt School and The Slough & East Berkshire MAT, 132 scheme employers are yet to on board i-Connect Software which represents circa. 2,300 scheme member records.

The Pension Fund remains committed to continuing to work with these scheme employers to help them to onboard, where it is possible for them to do so. Scheme employers with fewer than 10 scheme members (77 employers) have the option of using an on-line portal version of i-Connect Software rather than submitting via “.csv”.

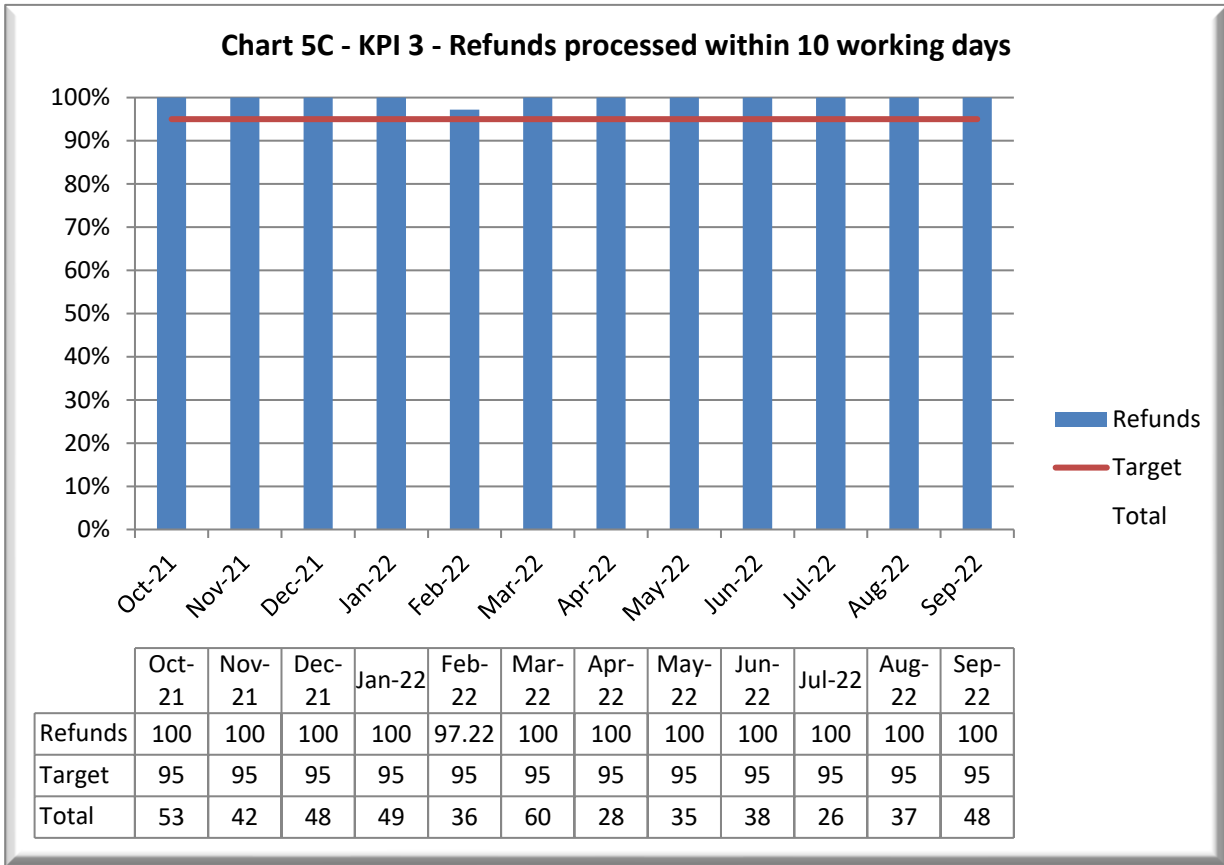
1.5 Key Performance Indicators



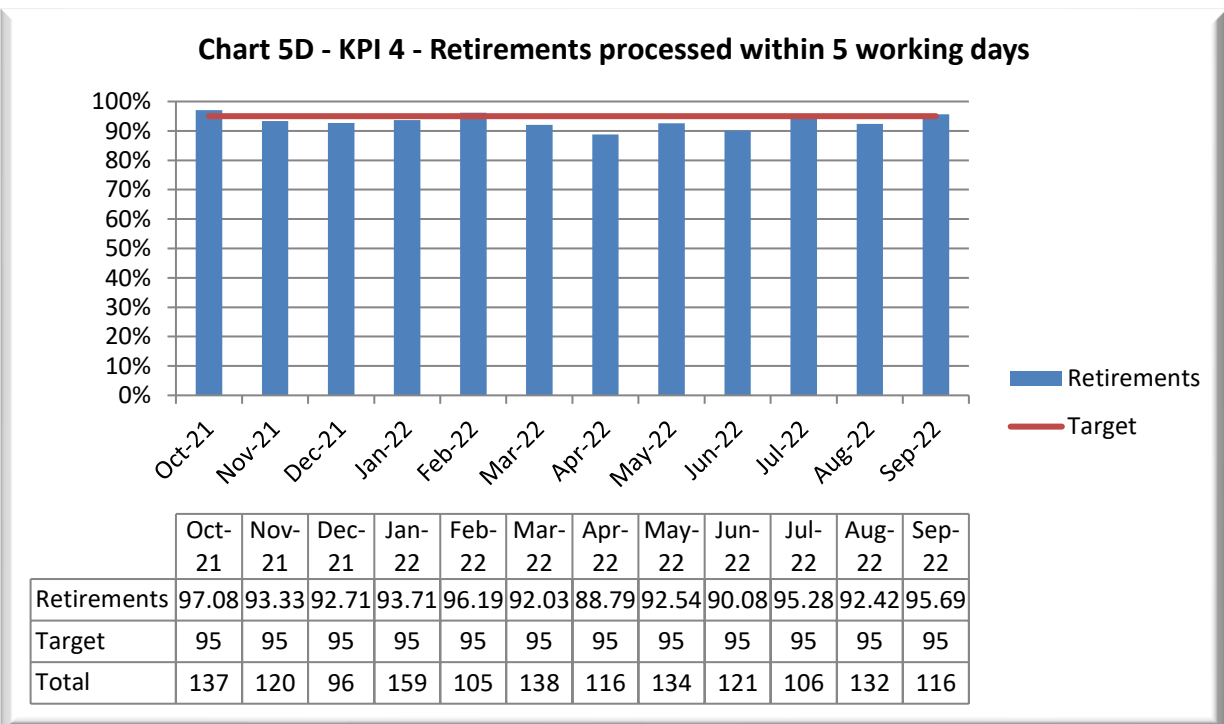
CIPFA Benchmark: Two months from date of joining the scheme or if earlier within one month of receiving jobholder information.



CIPFA Benchmark: As soon as practicable and no more than two months from date of notification of death from scheme employer or deceased’s representative.



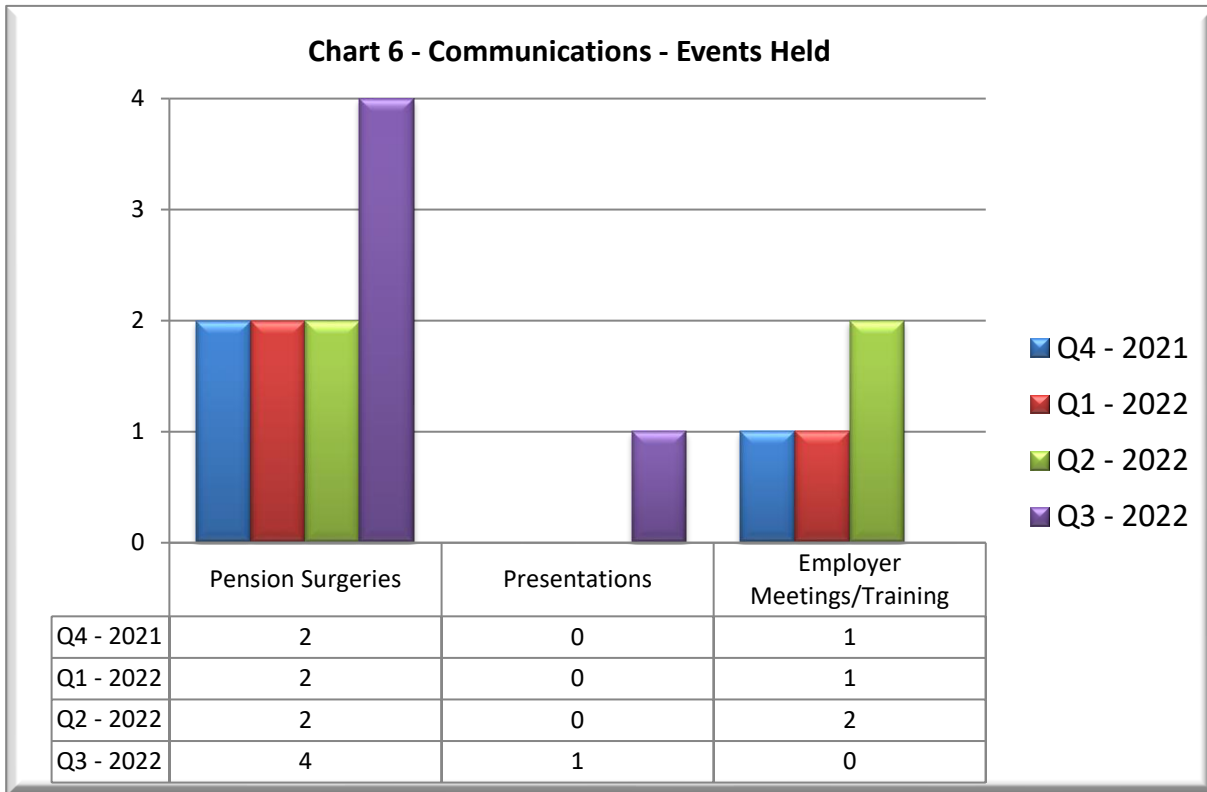
CIPFA Benchmark: No more than two months from date of receiving the scheme members signed declaration requesting to receive a refund of employee pension contributions.



CIPFA Benchmark: One month from date of retirement if on or after normal pension age or two months from date of retirement if before normal pension age.

1.6 Communications

All events shown have been held remotely.



1.7 Stakeholder Feedback

As part of the Pension Fund's aim to achieve Pension Administration Standards Association (PASA) accreditation it is a requirement to report to Members the comments and complaints received from scheme employers and their scheme members on a periodic basis. Please see below feedback received from stakeholders during the fourth quarter:

Date Received	Method	Feedback
07/07/2022	Email	All the figures look good you have done a brilliant job estimating over the years.
14/07/2022	E-mail	Hi [NAME], just a short note to say great service very prompt and I feel informed on every step of the process. My wife, [NAME], also very happy. Many thanks, [NAME]
27/07/2022	E-mail	Hi [NAME], Thank you so much. I just wanted to drop you a quick note to say that I am so impressed with the speedy service. Your response time was awesome, and the online service is great. Feel really reassured that everything is in such safe hands. Best regards, [NAME]
27/07/2022	E-mail	Dear [NAME], I am writing to you following my consultation with [NAME] earlier this morning via MSTeams. The consultation was as a result of a request by myself for someone from your office to explain

		the estimated figures submitted around early retirement. I am happy to report that [NAME] was very professional, knowledgeable, and most of all polite and patient answering all my questions and explaining all the figures in detail. It was a pleasure consulting with him, and very much appreciated. Yours sincerely [NAME]
03/08/2022	E-mail	Good morning [NAME], I just wanted to send a quick email to say thank you for all, of your help during the release of my pension and the quick response in answering my emails, you have been a star so thank you again. Kind regards [NAME]
21/09/2022	E-mail	Thank you so much for taking the time to explain and clarify for me - I appreciate your patience and kindness. Think I have got a handle on it now so feeling more confident going forward. Again, many thanks ☺

2 SPECIAL PROJECTS

2.1. *McCloud Judgement*

In 2014 the Government introduced reforms to public service pensions, meaning most public sector workers were moved into new pension schemes in 2014 and 2015.

In December 2018, the Court of Appeal ruled that the ‘transitional protection’ offered to some members of the judges’ and firefighters’ pension schemes, as part of the reforms, gave rise to unlawful discrimination.

On 15 July 2019 the Chief Secretary to the Treasury made a written ministerial statement confirming that, as ‘transitional protection’ was offered to members of all the main public service pension schemes, the difference in treatment will need to be removed across all those schemes for members with relevant service.

The changes to the LGPS include transitional protection for members who were within 10 years of their Final Salary Scheme normal pension age on 1 April 2012, ensuring that they would receive a pension that was at least as high as they would have received had the scheme not been reformed to a Career Average Revalued Earnings scheme from 1 April 2014.

Officers understand the Department for Levelling Up, Housing and Communities (DLUHC) is to consult on further regulations governing the application of the McCloud remedy to the LGPS.

The DLUHC has confirmed to the Local Government Pension Committee (LGPC), in a recent update, that work continues on the steps to rectify the discrimination as it affects the LGPS in England and Wales, with the government planning to publish its response to the 2020 consultation on amendments to the statutory underpin later this year, after which the LGPS Scheme Advisory Board will resume its McCloud implementation groups.

An updated version of the draft regulations implementing the remedy will be published alongside the consultation response, covering new powers relating to the statutory underpin. However, a further consultation will take place in 2023 to ensure the updated draft regulations are accurate in light of the changes made.

The government will also consult on other aspects of the McCloud remedy which did not feature in our original consultation, such as compensation and rates of interest.

These new regulations are expected to come into force in October 2023, while a consultation will also take place covering new statutory guidance on McCloud implementation.

2.2 Pensions Dashboard Programme

A national pensions dashboard has been on the horizon for some time, but now the Pension Schemes Act 2021 has received Royal Assent it is anticipated the Department for Work and Pensions (DWP) will begin to consult on detailed dashboards regulations and work with regulators to begin supporting both private and public sector pension providers and pension schemes to comply with their dashboards compulsion duties. It is anticipated the Pensions Dashboards Programme (PDP) will publish further detailed instructions on how a scheme administrator must operate with the dashboards ecosystem.

Officers recognise it is important not to wait for all this consultation and guidance. Almost every aspect of administering a pension scheme is easier to achieve if data is actively managed and incorporates both Common and Scheme Specific data activities, an area officers have successfully improved over the last three years.

Officers acknowledge Pensions Dashboards, if done well, could be a game changer in getting individuals to better engage with their pensions and a better efficiency of pension scheme management. Officers understand the Pensions Dashboard will go live during 2023 and officers will provide further details to Members in due course.