

McCloud Project



McCloud Judgement background

- Government, following the Hutton Report in 2011, forced changes to all public sector pension schemes
- Change from Final Salary schemes to CARE schemes
- Each public sector scheme different, with transitional protections given
- Legal case brought by Firefighters and Judges to challenge transitional protections applied to their new pension schemes
- The Firefighters and Judges claimed age discrimination, which could not be justified and won their case
- This discrimination needs to be rectified and the principle of this judgement now applies to all public sector schemes



McCloud LGPS transitional protections

- Transitional Protections in the LGPS applied to all members who were aged 55 or more as at April 2012
- Gave a guarantee that benefits paid to them would not be less than under the old scheme
- This is called the 'Underpin'
- LGPS remedy to age discrimination - Underpin will be extended to all members who moved to new CARE scheme in April 2014 and had membership on 1 April 2012



McCloud and the LGPS

- Underpin ensures members do not lose out due to change to CARE scheme.
- When members leave pension is checked to see if underpin required.
- To perform check service history details must be correct
 - ✓ Hours
 - ✓ Service breaks



McCloud Remedy

- Employers need to provide all hour changes and services breaks from 1 April 2014 to 31 March 2022
- Current project to collect all data from 1 April 2014 to 31 March 2021
- From 1 April 2021 to 31 March 2022 employers need to provide hours changes and service breaks as they happen
 - Hour change forms?
 - Monthly return?



McCloud data collection

LGA spreadsheet and guidance for employers is on DCPF website at

<https://dcpfemployers.org/mccloud-judgement/>



Questions...

