

Employer Newsletter—March 2023



- LGPC Bulletin 234
- End of Year submission 2022-2023
- Financial Penalties for late provision of information
- PLOG meeting minutes from 01/03/2023
- Unpaid leave for members
- Important dates for your diaries

LGPC bulletin 234

The LGPC have published [Bulletin 234](#) (February 2023) on the bulletins page of www.lgpsregs.org.

Items of particular interest to employer may be:

- Consultation on the annual revaluation date change
- DWP appoints new chair of the Money and Pensions Service
- Confirmation of annual revaluation, earnings and pensions increase
- National LGPS frameworks – call for founders' reminder

End of Year Submission 2023-2023

All information needed for the End of Year 2023 submission can be found on the employer website at <https://dcpfemployers.org/end-of-year-returns/>. Please note that the deadline for the end of year submission is 30 April 2023.

It is essential that all employers download the template spreadsheet, read the notes on the example spreadsheet and also the instructions on uploading to the portal. Please ensure you and / or your payroll provider attend a training session, with the last scheduled session on Tuesday 28th March.

Financial Penalties for late provision of information

It is the intention of the DCPF to ensure its data is accurate, that scheme employers provide good quality data in accordance with statutory and industry timescales, and to comply with The Occupational and Personal Pension Schemes (Disclosure of Information) Regulations 2013 [SI 2013/2734], the LGPS Regulations 2013 and with the Directions issued by HM Treasury under section 14 of the Public Service Pensions Act 2013.

LGPS employers must provide the relevant pensions information on new joiners and leavers within one month of the event. Therefore any new joiners or non notified leavers dating from before 1 January 2023 on an employer's End of Year submission will be subject to a fixed penalty of £50 per case.

Pension Liaison Officer Group meeting 1 March 2023 minutes

The minutes from the Pension Liaison Officer Group (PLOG) meeting held on 1 March 2023 are available at <https://dcpfemployers.org/plog/>.

If you attended this meeting and would like to offer any feedback at the following link, this would be very gratefully received <https://www.surveymonkey.co.uk/r/RLYMJKS> .

Unpaid Leave for LGPS members

Taking unpaid leave will, under the LGPS Regulations 2013, result in the member accruing less pension in the relevant scheme year. The member has the right to make up the pension shortfall, by electing to buy the amount of 'lost' pension via an APC/SCAPC contract.

Employers must write to each member, explain the impact on their pension and provide them with information on how they can buy back their 'lost' pension. Further details on unpaid leave can be found on the DCPF employer website at <https://dcpfemployers.org/employee-absence/>

Unpaid leave and the McCloud judgement

When Government reformed public service pension schemes in 2014 (LGPS) and 2015 (other public sector pension schemes) they introduced protections for older members. The Government has confirmed that there will be changes to all public sector schemes, including the LGPS, to remove this age discrimination. This ruling is often called the 'McCloud judgment'.

The age discrimination in the LGPS concerns a protection called the 'underpin'. The underpin provides for members who were within 10 years of their Normal Pension Age (usually age 65) on 1 April 2012. When a protected member takes their pension, the benefits payable under the career average and final salary schemes are compared and the higher amount is paid.

Following the McCloud judgement, younger members will need to be provided with a protection equal to the underpin protection provided to older members in order to remove the discrimination. This means that the service history for all scheme members needs to be held on their pension record.

Employers should be notifying the pension fund of all changes of working hours and any unpaid leave on the employer portal. As part of this notification it is important to inform whether the member has elected to buy back the lost pension. If they have bought it back via a SCAPC it will be counted as full service for the McCloud remedy and the SCAPC form should be uploaded to the portal. If they have not bought the unpaid leave back, it will be recorded as a gap in their service history and will not count towards pension under the McCloud underpin.

Important dates for your diaries 2023

Training events and meetings

If you would like to attend any training sessions please email lgpsemployers@dorsetcouncil.gov.uk to request a place.

General LGPS Employer training

Friday 21 July 9:30am—13:00pm

Pensionable Pay

Wednesday 21 June 10:00am—12:30pm

End of Year training

Tuesday 28 March 10:00am—12:00pm

Pensions Liaison Officer Group (PLOG) Meeting for 2023

- Thursday 15 June 2023 at 10:00am
- Friday 13 October 2023 at 10:00am

Links to the PLOG meetings have been sent to all recipients of the monthly newsletter. If you require the link to be sent to additional or new members of staff please email lgpsemployers@dorsetcouncil.gov.uk.

Employer Support: Dorset County Pension Fund, County Hall, Dorchester Dorset. DT1 1XJ

Telephone: 01305 221547 / 221546

Email: lgpsemployers@dorsetcouncil.gov.uk Website: www.dcpfemployers.org