

## Summary of Employer Engagement Session (September 2024)

Summarised point	Action to be taken
Moving forward, minutes to these meetings will be put on the employer tab of Clwyd Pension Fund's website	Clwyd Pension Fund (CPF) to create a new tab on our website for the minutes
CPF's annual employer satisfaction survey will be sent out this week	Employers to complete the survey
<p>Staff retention and recruitment is challenging at the moment. You will see new CPF staff names being mentioned in the upcoming months. If you experience any LGPS knowledge issues with new staff, please let us know so we can address this through training.</p> <p>Sandra Beales (Retirements Team - Team Leader) is retiring at the end of March 2025. Ryan Roberts will be her replacement.</p>	
<p><b>TUPE transfers:</b> Please let us know about any potential TUPEs before they happen. CPF needs to be involved at the start of the tender process so that a new employer contribution rate can be calculated and included in your tender documents.</p> <p>Schools can't do TUPEs separately from their Local Authority as they are linked to the employer contribution rate for that Local Authority.</p>	<p>All employers to inform CPF if you know about a possible TUPE that may happen</p> <p>Ensure schools go through their Local Authority for any TUPEs</p>
<p><b>Pensions Dashboard</b> is a national initiative. It will be available for all individuals to see their pensions in one place. Every pension provider in the UK needs to have their member data on this dashboard.</p> <p>The 'go live' date for LGPS funds is end of October 2025. We are in the process of data cleansing records. For example, member tracing exercises to update member names and addresses.</p> <p>We also have to show AVC information too even though the AVC provider is separate from us.</p> <p>CPF will be putting Pensions Dashboard articles in our newsletters for deferred and active members in Winter 2024.</p>	<p>CPF will supply our Pensions Dashboard wording to our employers if you wish to share this with your staff via intranets etc</p>

<p><b>McCloud update:</b> Approximately 94% of ELT data has been uploaded to pension records by our McCloud Team (this is for employers who use our Employer Liaison Team).</p> <p>Overall, approximately 67% of data uploads are now on members' pension records. Once most of the data is on records, bulk calculations can be done to check for the McCloud underpin.</p>	
<p><b>Types of LGPS retirement:</b> When you are awarding members retirement types with potential employer costs, please ask CPF to calculate the employer costs before allowing the retirement to take place. Once the retirement has taken place, there is no way to waive the employer costs and you must pay. Therefore, you should budget for and be happy with the costs before awarding the retirement. This is relevant to retirements such as:</p> <ul style="list-style-type: none"> <li>• Redundancy</li> <li>• Efficiency</li> <li>• Flexible retirement</li> <li>• Rule of 85 switch on</li> </ul> <p>In addition to this, please be aware of what policies you have in place. For example, you cannot award flexible retirement if you do not have a flexible retirement policy.</p>	
<p><b>AVC information on leaver forms:</b></p> <ul style="list-style-type: none"> <li>• Date of final AVC deduction from member's pay</li> <li>• Total AVC amount paid by member to AVC provider (from April to leave date)</li> </ul> <p>This information is being requested via leaver forms from now on as the information is needed so that CPF can process the retirement. Members with AVCs slow down the retirement process due to AVCs being paid over to Prudential perhaps after the retirement date and then disinvestment is also needed. For example, if a member retires at the end of a month, the employer does not pay the AVCs to Prudential until 18<sup>th</sup> of the next month, then disinvestment is needed. No pension payments can be calculated or paid until the final AVC fund value is known. This can be some weeks after the retirement date. Having this information on the leaver form aims to speed the retirement process up for members with AVCs.</p> <p>If Prudential don't know that a member is not paying AVCs anymore, this can delay too.</p>	<p>Employers to complete the new section of the leaver form which will be going live end of Sept / start of Oct</p> <p>Employers to tell Prudential if a member no longer pays AVCs</p>
<p><b>Teachers excess service:</b> Our employers with teaching staff have had the emails from Teacher's Pension Scheme about this and they currently have about 60 days left to respond and provide data.</p> <p>The group discussed whether the member data will come to CPF from the employers directly or from TPS. This is ambiguous.</p>	<p>Employers to tell CPF who to expect the member data from once this is confirmed</p>
<p>CPF's Annual Employer Meeting (AEM) is taking place 26/11/2024 and will be a hybrid meeting. We are planning on recording one 15-minute video. This will be available before the AEM but will play on the day too. At the AEM, Mercer will be mainly going through valuation results and answering questions.</p> <p>CPF are currently doing an interim valuation.</p>	<p>CPF will send a save the date invite to employers shortly</p>

<p>Pensionable remuneration for final salary scheme is needed for anyone still in the scheme beyond age 65. (The age 65 pens rem is only needed when the member eventually retires so that the McCloud underpin can be checked)</p>	<p>Employers to send as needed</p>
<p>If you have any bulk redundancy / efficiency exercises and you need estimates and employer costs to be supplied to you by CPF, please give as much warning as possible for these requests.</p>	
<p>All remaining staff currently working in County Hall, Mold will be moving to alternative office accommodation from approximately February 2025. CPF is not sure where our new office space will be yet, but we will keep you informed as we find out more.</p>	