

Pension Board

Date: 29 November 2016

Classification: General Release

Title: Promotion of Scheme Membership

Report of: Jo Meagher
Head of Operational People Services

Wards Involved: All

Policy Context: Service Delivery

Financial Summary: Limited

1. Executive Summary

- 1.1 As requested by the Pension Board, this report sets out to detail how WCC are promoting membership of our Pension Scheme.

2. Current Position

- 2.1 With the advent of auto enrolment Westminster was one of the early adopters as we were keen to improve our scheme membership. We first auto enrolled our employees in July 2013
- 2.2 This summer on the 3rd anniversary of our staging date we identified approximately 200 employees who were due to be re-enrolled into the scheme.
- 2.3 These staff were written to and advised that they would be brought back into the pension scheme wef 1st July 2016
- 2.4 BT however did not complete this task and it was identified by People Services that staff had not been re-enrolled at the due date
- 2.5 This matter has now been rectified however at the time of this report figures are not available of how many staff have chosen to opt out again, this will be provided at the next Board meeting

- 2.6 In addition to this WCC People Services attended a meeting at Surrey CC recently where a demonstration of the Altair Self Service System was shown. This System allows both current and ex-members of the LGPS to view and check their pension records. From this system people will be able to calculate a number of scenarios including pension estimates by simply entering a couple pieces of readily available data, such as proposed leaving date and salary.
- 2.7 Pensioners will be able to view monthly payslips, we currently only post a payslip out if there is a change of greater than £5.00
- 2.8 Although this system has been active for some while more improvements are currently being implemented and a launch planned for the new financial year whereby employees and pensioners will be made aware of the system
- 2.9 A new resource has also been secured for the WCC in house team and it is envisaged that part of their role will be to update the WCC pension page of the councils intranet, ensuring staff have access to information that allows them to boost their pension as well by means of APC's and AVC's

3. Summary

- 3.1 People Services continue to work with BT and Surrey to ensure that all staff who are required to be auto enrolled on an on –going basis are made a member of the appropriate scheme. We will work with SCC ahead of the launch of enhanced Self Service System to ensure members are made aware of this service and what they can use it for.
- 3.2 People Services will continue to look at ways to promote the scheme and ensure staff are able to easily access information to help facilitate this.