



EMPLOYER BRIEFING

DECEMBER 2020

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SPOTLIGHT

KEY POINTS THIS MONTH



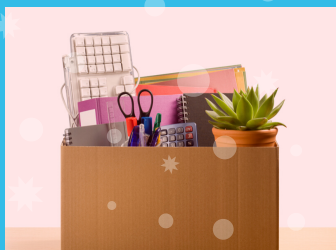
2020 ROUND-UP

2020 saw the Employer Team completely change the way we work. Although there were lows in 2020, there were also some memorable highs.



TRIENNIAL VALUATION

Initial valuation results were delivered to employers and discussions will continue until the end of January 2021 when we hope to sign off the new contribution rates.



OFFICE MOVE

The NESPF has moved to a new location which will long term allow us to improve our efficiency, host visitors and events internally and provide a better space for us to grow our teams and service.

Goodbye 2020



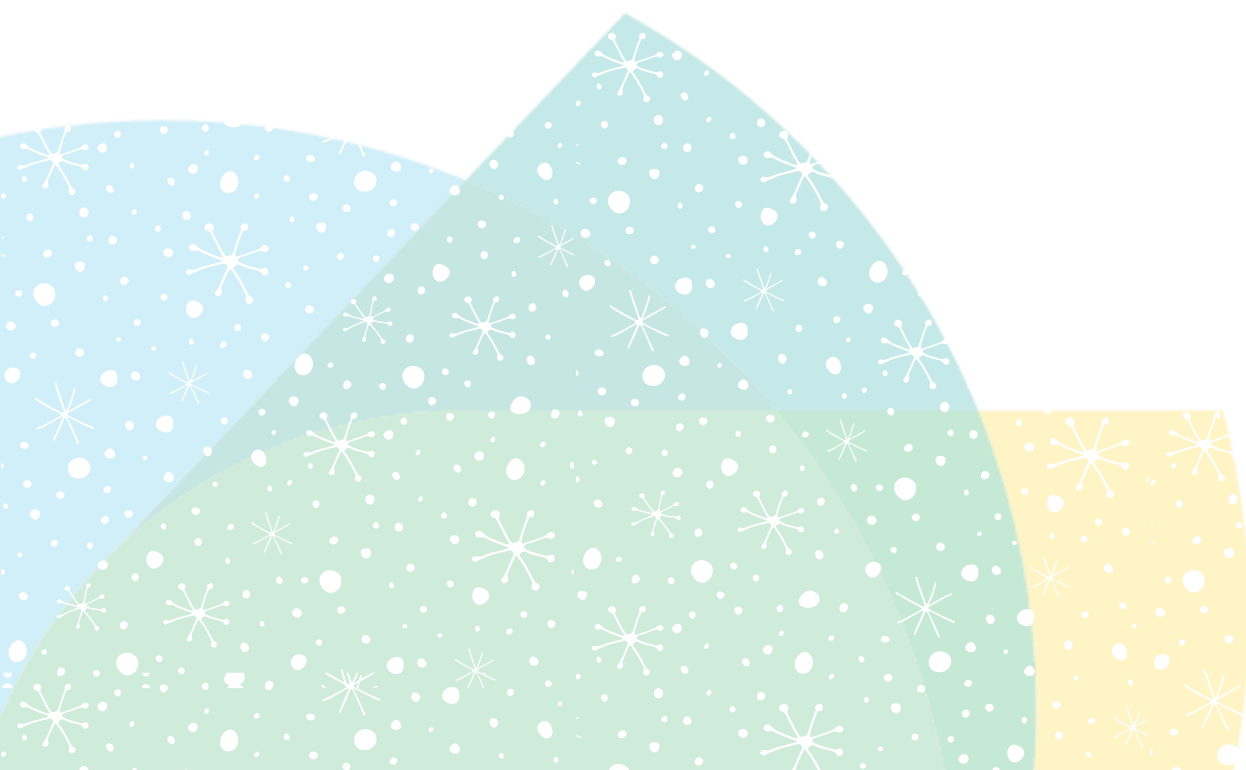
You have been memorable!

Along with everyone else in the UK the pensions team had to make significant changes to the way we work from March 2020 to protect staff during the pandemic.

For the employer relationship team, coping with the new way of working, developing new processes and communicating via emails and Teams was a tough learning curve but thankfully, due to all of employers continuing to provide high quality pensions data on a monthly basis, we continued to be able to carry out our jobs and provide services for your members and pay the pensioners throughout this period.

Although we will be glad to see the back of 2020 we cannot forget the hard work that we all continued to do during this time. In addition there were many good things that happened during the year including completing large projects, taking on new benefits and accounting staff and the birth of two pensions babies with two further additions expected in early 2021.

Two ERT pregnancy announcements in the space of an hour will be a lasting memory for Claire (and a highlight of her 18 years at the Fund.)





Triennial Valuation Update



The initial valuation results were delivered to employers through pre-recorded presentations in early November. The links to the presentations were issued to all employers along with their suggested contribution rate requirement and their invitation to comment on the draft Funding Strategy Statement (FSS.)

Discussions with employers to set the new contribution rates for 1st April 2021 will continue until 31st January when we are hoping to get the valuation results signed off. The consultation around the FSS concluded on 4th December and any comments received will be considered by the Fund and the actuary before the final actuarial report and FSS are delivered in advance of the deadline of 31 March 2021.

If you have not had the opportunity to watch the presentations or the recording of the live Q&A session that was held on 11th November please contact the employer team at employer@nespf.org.uk for the links.

In addition, if you wish to discuss your employer contribution requirement for April 2021 please contact the team as soon as possible.

McCloud Judgement



The McCloud ruling and the subsequent underpin protections that are being put in place for the effected members will have both a financial impact and administrative impact on the Fund.

In respect of the financial impact on the liabilities held the scheme actuary has taken into account the additional cost of these benefits as part of the triennial valuation. The cost of the underpin varies from employer to employer depending upon their membership profile. The assumed %age cost is detailed in the schedules that were sent to employers as part of the initial valuation results.

The administrative impact on all LGPS Funds will be huge. These changes will require system changes, procedural reviews, additional data requirements and increased staffing resources and training. The Fund are in the early stages of putting in place a project team that will be tasked with develop a plan to deliver these new requirements.

For the NESPF, having been on i-Connect for the last few years, the impact on employers and the additional data requirements may be less than other Funds. However, there will be future requests for data in respect of your membership to allow us to carry out the required checks and calculations. Any request for information will be required to meet the regulations and will therefore be part of the employer obligations.

Communicating our needs to employers will be a big part of the project that we need to undertake to ensure that member benefits can be paid correctly. Watch this space for more information in the coming months.



An exciting update...

The NESPF is Moving



From early December the NESPF staff will be based in Marischal Square.

The area has been fitted out to meet all of our needs and can accommodate all of our staff.

We are currently hoping that some of our staff will return to the new working environment in early January with the full compliment of staff filling the desks as soon as it is safe to do so.

We look forward to seeing employers at the new office soon.

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Merry Christmas and a Happy New Year

The Fund will be closed from 4pm on Thursday 24th December until Tuesday 5th January.