



EMPLOYER BRIEFING

APRIL 2020

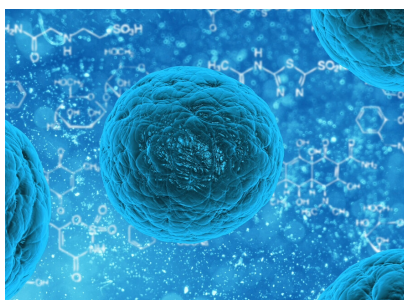
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SPOTLIGHT

KEY POINTS THIS MONTH



CORONAVIRUS UPDATE

The Employer Team continues to work from home however employers can contact them as usual. Guidance has also been issued which provides advice on pension administration.



MCCLOUD RULING

Any member affected by the McCloud ruling will automatically benefit from any protection that's provided. However there are companies actively encouraging members to lodge unnecessary employment tribunal claims.



MAY DAY HOLIDAY

The Pension Fund will be closed from 4pm Thursday 7th May until Monday 11th May 2020.

COVID-19 UPDATES

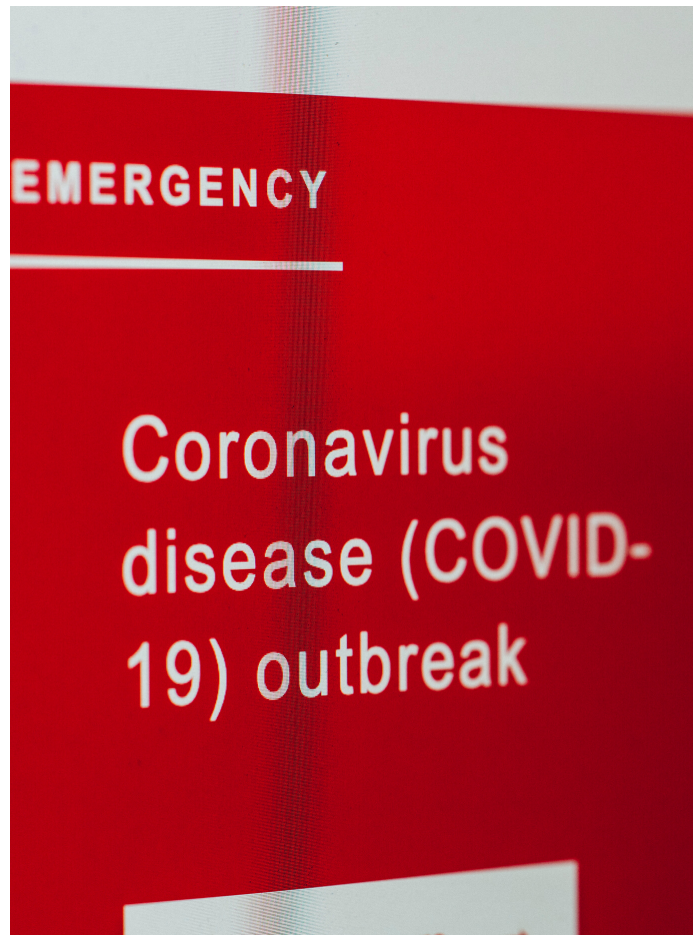
GUIDANCE FOR EMPLOYERS

An email was sent to all employers earlier this month advising that the LGA have provided an FAQ's around pension administration during these uncertain times. The content of this guidance is being added to regularly and can be found on the News pages of <http://www.scotlgpsregs.org/>. Included is information on deducting employee contributions, paying contributions to the Fund and how to treat employees who are displaced or furloughed during the COVID crisis.

ILL HEALTH RETIREMENT

It is likely that the current COVID crisis will impact on the progression of ill health retirements or appeals. With Occupational Health Providers now focusing on NHS critical functions they may not be in a position to provide reports for ill health purposes.

Unfortunately, there is little that can be done to progress these requests at this time unless the medical evidence is already available. Employers may take the decision to continue to pay members until the ill-health can be addressed.



MCLOUD RULING

Following the McCloud ruling, which found that protections put in place following changes made to another of the public sector pension scheme was age discriminatory, regulation changes will be made to the LGPS (Scotland).

The regulation changes, once finalised, will apply to all qualifying members automatically and no members will need to make a claim for the remedy to apply.

Despite this being made clear in a ministerial statement we understand that some companies are actively encouraging members to lodge costly claims where they believe they have been disadvantaged. It is important that employees are made aware that if they qualify for protection, following the ruling, it will apply automatically. They do not need to make an employment tribunal claim.

CONTRIBUTIONS AND DATA PROVISION

Employers are reminded that contributions and provision of monthly data are required by the 19th of the month following deduction from the previous payroll run. If you are experiencing issues with meeting these deadlines for any reason, please do not hesitate to contact the Fund at employer@nespf.org.uk



YEAR END RETURNS

A big thank you to all participating employers. Despite these crazy times where we are all working under different circumstances the Fund received all March files by 20 April 2020. The Employer Relationship Team are now working hard at checking all of the member records as part of the year end process to ensure that the data is of the highest quality for the triennial valuation and that records are sitting correctly for the issue of member benefits statements in August.

We ask employers to deal with any queries quickly and continue to provide data monthly.

TRIENNIAL VALUATION

By prioritising the reconciliation of monthly files from all employers the Fund is in a great position to be able to progress the triennial valuation in the agreed timeframe without any delays due to the current working environment.

Indicative Funding levels and suggested individual employer contributions rates will be ready by October to allow us to begin discussions with employers in plenty of time to sign off the valuation and move to the new rates for 1 April 2021.

GOT A QUESTION? GET IN TOUCH



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