



# EMPLOYER BRIEFING

DECEMBER 2021

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## CONTACT:

Tel: 01224 264 264

Email: [employer@nespf.org.uk](mailto:employer@nespf.org.uk)

Web: [www.nespf.org.uk](http://www.nespf.org.uk)



# Goodbye 2021

Like 2020, this year has not been without its challenges. Some of the team were able to get back into the office once we completed our move to Marischal Square in June 2021. We are following all Covid guidance but the move has allowed us to introduce a hybrid model of working, with time split between the office and home, ensuring we can continue to meet the requirements of the Fund. We are constantly reviewing this in line with current guidance and taking all necessary steps to ensure the safety of our staff.

With the arrival of 4 babies in the department, it meant a change in staff during an already busy year to cover maternity leave and training having to be done over Teams from home for the first few months.

We would like to thank all of our employers again for their patience and help in providing high quality data to aid the Fund in providing the best service possible for our members.

Going forward into 2022 there will be a lot happening and we plan to issue a monthly bulletin instead of quarterly so we can keep you up to date.

## Things to look out for in 2022



McCloud Judgement - a news alert will be issued early in the New Year



Regulation changes on Employer flexibilities for exit - more information will follow



The Pension Administration Strategy will be looked at, revised and sent to all employers for consultation during the next quarter



Investment Buckets as a risk management strategy for the Fund



I-Connect are introducing some new functions in 2022 to help employers. We will update you when these are due to go live

# General Updates



## Discretion Policy

It is important that all employers keep their discretion policy up to date. As there have been a number of regulation changes since 2018, a document will be sent out in early 2022 for all employers to read and update their policies accordingly.



## Applying Employee Contribution Rates

There are still instances where employees are having their contribution rate recalculated each month. The rate should only be assessed in April each year unless there has been a permanent, material change and the member must be notified of any change to their rate.

If we continue to identify instances of this happening, the Fund will need to escalate this further as it is against the regulations and impacts on members



## Casual Members of Staff

If a member of staff who is on a relief contract changes to work fixed hours, employers need to provide the Fund with the hours worked for the period they were relief so we can ensure all records are sitting correctly for the purposes of the McCloud judgement. The Employer Team will contact you to ask for hours worked for these members



## Merry Christmas and a Happy New Year

The Fund will be closing at 4pm on Christmas Eve and will reopen on Wednesday 5th January 2022. We wish you all a safe and healthy Christmas.