



**City of Westminster**

## Superannuation Committee

<b>Date:</b>	<b>24 May 2012</b>
<b>Classification:</b>	<b>For Publication</b>
<b>Title:</b>	<b>Pensions Administration Strategy 2012-14</b>
<b>Report of:</b>	<b>Acting Director of Human Resources</b>
<b>Wards Involved:</b>	<b>Not Applicable</b>
<b>Policy Context:</b>	<b>Administration and communication of the LGPS to employees.</b>
<b>Financial Summary:</b>	<b>There are minimal financial implications arising from this report</b>
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### **1. Summary**

- 1.1** This report sets out the WCC proposed 2012-14 communications and engagement pensions administration strategy in relation to the Local Government Pension Scheme (LGPS).
- 1.2** Actions contained within the strategy will be undertaken jointly by Human Resources and the London Pensions Fund Authority (LPFA).
- 1.3** The proposed strategy has been informed by analysis of the results of work undertaken in 2011/12, discussions at the Superannuation Committee, feedback from staff and research into similar strategies undertaken by other Local Authorities.

### **2. Recommendation**

- 2.1** That the Committee note the report.
- 2.2** That the committee approves the strategy and the associated expenditure.

### **3. Background**

- 3.1** At the last meeting of the Superannuation Committee, the Acting Director of HR presented an update report regarding the 2011/12 work to improve the communication and engagement of the LGPS to employees and pensioners.
- 3.2** Changes in the scheme regulations and subsequent benefits for members are expected to be announced within the next few weeks. These changes are likely to be effective from April 2014.
- 3.3** WCC wishes to actively encourage its employees to join and remain members of the LGPS in spite of the fact that employees have not received a pay award since 2009.
- 3.4** WCC also wishes to engage with pensioners and deferred pensioners in respect of the scheme and scheme changes.
- 3.5** The proposed strategy is Appendix 1. This sets out clearly the activity to be undertaken on an ongoing basis to communicate with and engage employees, both members and non-members and in addition pensioners and deferred pensioners with the scheme.

### **4 Costs**

- 4.1** The proposed strategy has been costed for 2012/3. The maximum cost estimated to implement the strategy is £31,757.
- 4.2** The attached schedule Appendix 2 shows a breakdown of the costs of implementation.

### **Background Papers**

**Appendix 1** Pension Communication and Engagement Strategy 2012-2014

**Appendix 2** Engagement and Communication Costing Schedule