

#13

COMPLETE

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Page 1: Section 1: Current arrangements

Q1 **Warwickshire Fire and Rescue Service**

Fire and Rescue Authority:

Q2 **Warwickshire County Council**

Who is your pension administrator:

Q3 **County council**

Is this arrangement:

Q4

Year current admin arrangement started:(Enter 4-digit year e.g. 2005 or don't know)

1960

Q5

Year current admin arrangement ends:(Enter 4-digit year e.g. 2005 or don't know)

2022

Q6**Yes**

Do you plan to tender at the end of your current contract:

Q7**OJEU full tender**

If yes to Q6, please indicate the method of procurement:

Q8**3 - 4 "super" administrators**

Do you have a preference on future admin arrangements for the scheme:

Q9

What position within your FRA oversees delivery of pension administration:

Deputy Section 151 Officer

Q10

Who line manages that post-holder:

Section 151 Officer

Page 2: Section 2: Data - pay, service, and contributions

Q11

Have you started work to identify data requirements for Sargeant (age discrimination):

Yes,

If yes, what are your key requirements or actions:If no, can you tell us why::

identifying members in scope, identifying those who fit criteria for immediate detriment, providing request to payroll for service, breaks and contributions

Q12

Have you started work to identify data requirements for Matthews (special members). The linked factsheet gives more information about the second options exercise:

No,

If yes, what are your key requirements or actions:If no, can you tell us why::

we are currently focusing on the McCloud exercise and immediate detriment cases

Q13

Do you expect to need additional resource for implementation for either or both of these projects:

Yes

Q14

What position within your FRA will lead on remedy data for both cases:

Pensions Admin Delivery Lead

Q15

Which department manages ill-health retirements (IHR) for your FRA:

HR

Q16

The HMT consultation response indicates that IHR cases may need to be reassessed against the member's opposite scheme under Sargeant remedy. Will relevant teams be sufficiently resourced to revisit IHR cases:

Yes

Q17

If yes, please give details::
extra resources obtained through McCloud/Sargent project

Do you have any planned resilience in place to deal with revisiting IHRs:

Page 3: Section 2: Data - pay, service, and contributions

Q18

In-house

Is your payroll service:

Q19

In-house

Is your pension payroll service:

Q20

Yes

Have you changed payroll provider or payroll system since 2015:

Q21

How many years do your payroll records go back:(Please answer in whole numbers)

15

Q22

Please detail any problems you can foresee obtaining pay data for the following:(N.B. Pay data for Sargeant will date back to 2015, pay data for Matthews could relate to as early as the 1970s)

Sargeant: **identifying temp promotions and differences in pensionable pay between schemes**

Matthews: **pay and employment records not being available**

Q23

For Matthews, eligible individuals will have the opportunity to buy scheme membership back to the start date of their employment. We are interested to know if you will still have access to historic employment records. How many years do your employment records go back:(Please answer in whole numbers)

15

Page 4: Section 2: Data - pay, service, and contributions

Q24

Which department currently manages business as usual (BAU) contribution deductions:

Payroll

Q25

Which department will manage your remedy contribution adjustment process:

Payroll for active members /Pensions- deferred and Pensioner members

Q26

Yes

Will you be able to obtain/ calculate backdated contribution data:

Q27

Do you expect to apply different solutions for different types of member e.g. active, deferred, pensioner:

Yes,

Is yes, please give more details::
for active members adjustments through payroll, for deferred and pensioners, gross contributions deducted and individual will have to claim tax relief from HMRC,

Q28

Which department will manage adjustments to tax relief (PAYE):

Payroll

Q29

The HMT consultation response indicates that interest will be due on amounts paid to and from the schemes. Which department will manage the interest process:

Payroll for Active, Pensions for deferred and leavers

Q30

Please detail any issues you think might occur with adjustments of contributions:

tax issues for non active members, claiming back tax or being taxed for receiving unauthorised payments for contribution holidays. change in payroll system within period means that EYU can not be completed online and correspondence with HMRC becomes more time consuming.

Page 5: Section 3: Processes and impact

Q31

Yes

Are you confident that existing tax processes are robust enough to perform annual allowance recalculations for up to 7 years of remedy:

Q32

Administrator

Who undertakes Event Reporting to HMRC on scheme pays and unauthorised payments:

Q33 **Yes**

Does your FRA have a voluntary scheme pays (VSP) policy in place:

Page 6: Section 3: Processes and impact

Q34 **Yes**

Do you have a nominated finance lead on pensions:

Q35 **Don't know yet**

Do you expect to need additional resource to deal with financial adjustments and impact on BAU:

Q36 **No**

Do you have an allocated budget for direct and indirect remedy costs:

Page 7: Section 3: Processes and impact

Q37 **Yes**

Do you have a nominated legal lead on pension matters:

Q38 **Yes**

If yes to Q37, is that person your "nominated contact" for the proceedings in Sargeant that are managed collectively by the LGA:

Page 8: Section 3: Processes and impact

Q39

Who leads on workforce planning and retention for your FRA:

Andrew Dunn - HROD

Q40 **Yes**

Is the potential impact of Sargeant remedy being modelled into plans:

Q41 **Yes,**
If yes, please confirm approximate numbers::
30

Are you able to identify the cohort of members affected by Sargeant remedy:

Page 9: Section 4: Information, communication, and coordination

Q42

Following the confirmation of deferred choice underpin (DCU) in Sargeant, please indicate what information you would like members to have access to (tick as many as apply): Please note this is not a menu or guarantee of delivery. It will allow us to understand individual FRA preferences but does not guarantee delivery of any of the options.

Scenarios for all member cohorts across the schemes

,
Online tool directly linked to scheme membership data

,
Limit remedy figures to members eligible for Immediate Detriment

,
Remedy figures for members within X years of retirement

Q43

Are you currently providing information to individual members:

Yes,

If yes, please provide details: :
for members who meet the criteria for immediate detriment, benefits based on both options Legacy and mixed benefit.

Q44

Who do you think should provide information such as FAQs at key points in the remedy process:

LGA

Q45

Who do you think should be the main contact for individual member enquiries:

Administrator

Q46

Who do you think should provide information to the workforce on timescales, next steps etc:

Administrator

Q47

On a scale of 1 to 10 (1 being the lowest), please indicate how well you feel your FRA communicated the first special members options exercise in 2014/2015:

☆

7

Q48

Do you feel that communication was reflected in the numbers of individuals choosing to become a special member:

Don't know

Q49

Please detail any suggestions for improvement for communicating the second options exercise:

set guidelines for what is considered as best endeavours and template letters setting out options and disclaimers

Q50

Regional collaboration

How best would implementation of remedy be coordinated across FRAs in England:

Q51

Yes

Does your FRA have a remedy project team:

Q52

Yes

If yes to Q51, does this include your administrator:

Page 10: Section 5: Knowledge, capability, and capacity

Q53

On a scale of 1 to 10 (1 being the lowest), please indicate the level of internal pensions knowledge and capacity within your FRA:

☆

7

Q54

Buying in additional third party services

What measures are you considering to address any shortfall in capacity (tick all that apply):

Q55

Yes

Has remedy implementation been identified as a risk on your corporate risk register:

Q56

Yes

If yes to Q55, has this been reported to your Local Pension Board:

Q57

LGA on behalf of FRAs

Who do you feel is best placed to lead on policy engagement with central government on the legislation needed to bring in age discrimination remedy:

Q58

LGA

Who do you feel is best placed to lead on direct service wide communication or provision of content for communication:

Q59

LGA on behalf of FRAs

Who do you feel is best placed to lead on engagement with pension administrators on implementation:

Q60

On a scale of 1 to 10 (1 being the lowest), how useful has this survey been to identify gaps in your planning:

☆

10
