

CORONAVIRUS

LGPS EMPLOYERS

LGA WEBCAST

TOPICS COVERED

- Pension Contributions
- Furlough Pay
- Reserve Forces Service Leave
- Emergency Volunteering Leave
- Secondment to the NHS
- Leavers
- Member Benefits
- Ill Health cases and Life cover
- Other issues
- Further Information



PENSION CONTRIBUTIONS

- Should be taken and paid over to the Administering Authority as usual
- Cannot delay payment past the 22nd of the following month (Electronic payment) or 19th (Manual payment)
- Contact your administering authority if you have difficulties



FURLOUGH PAY

- Staff paid under the Government's Coronavirus Job Retention scheme
 - Deduct pension contributions on the reduced pay
 - Can reclaim up to 3% employer contributions on pay above £520 a month
 - Report furlough pay as if actual pay
 - On 1 April band member contributions on furlough pay
 - Death in service or ill health retirement
 - LGA recommend to base Assumed Pensionable Pay on pre Furlough rate of pay



CLOSED

FURLOUGH EXAMPLE

- Ted, a member of the LGPS, has been furloughed by his employer from the 25 March 2020
- He usually receives £25,000 a year - £2,083.33 a month so his furlough pay is 80% of this £20,000 or £1,666.67.
- The employer should allocate the employee contribution band based on Teds £20,000 furlough pay at the 1 April 2020. Reallocation must take place once Ted returns to work.
- The employer usually pays 20% employer contributions. These need to be deducted as usual on the furlough pay. In Teds case this is $£1,666.67 \times 20\% = £333.33$
- They can claim back 3% of contributions taken on pay greater than £520. For Ted this means $£1,146.67 \times 3\% = £34.40$.

RESERVE FORCES SERVICE LEAVE

- Staff who have been called up and elect to stay in the LGPS
 - Calculate Assumed Pensionable Pay (APP)
 - Inform your employee of the APP figure as well as the employer and employee contributions due
 - MoD will pay contributions to the Pension Fund
 - If you pay the employee any pay during this leave do not take contributions



RESERVE FORCES SERVICE LEAVE EXAMPLE

- Annie, a member of the LGPS, has been called up to serve in the reserve forces from the 20 April 2020. She elects to remain in the LGPS for the period of leave.
- Her employer will need to calculate an Assumed Pensionable Pay (APP) figure which they need to report to the administering authority. This is the pay Annie's pension build up will be based on.
- Her employer should provide Annie with details of the APP, the employer contribution rate and her own employee rate to provide to the MoD.
- The MoD will pay the employer contributions during the period of Annie's leave and deduct the employee contribution.

EMERGENCY VOLUNTEERING LEAVE

- Staff on Emergency Volunteering Leave
 - Calculate Assumed Pensionable Pay (APP)
 - Deduct employer contributions from the APP figure
 - Report APP to administering authority for entire period of leave



SECONDMENT TO THE NHS

- Staff on emergency secondment
 - Treat as if still a member of the LGPS
 - Deduct contributions as usual
 - Report pay as usual



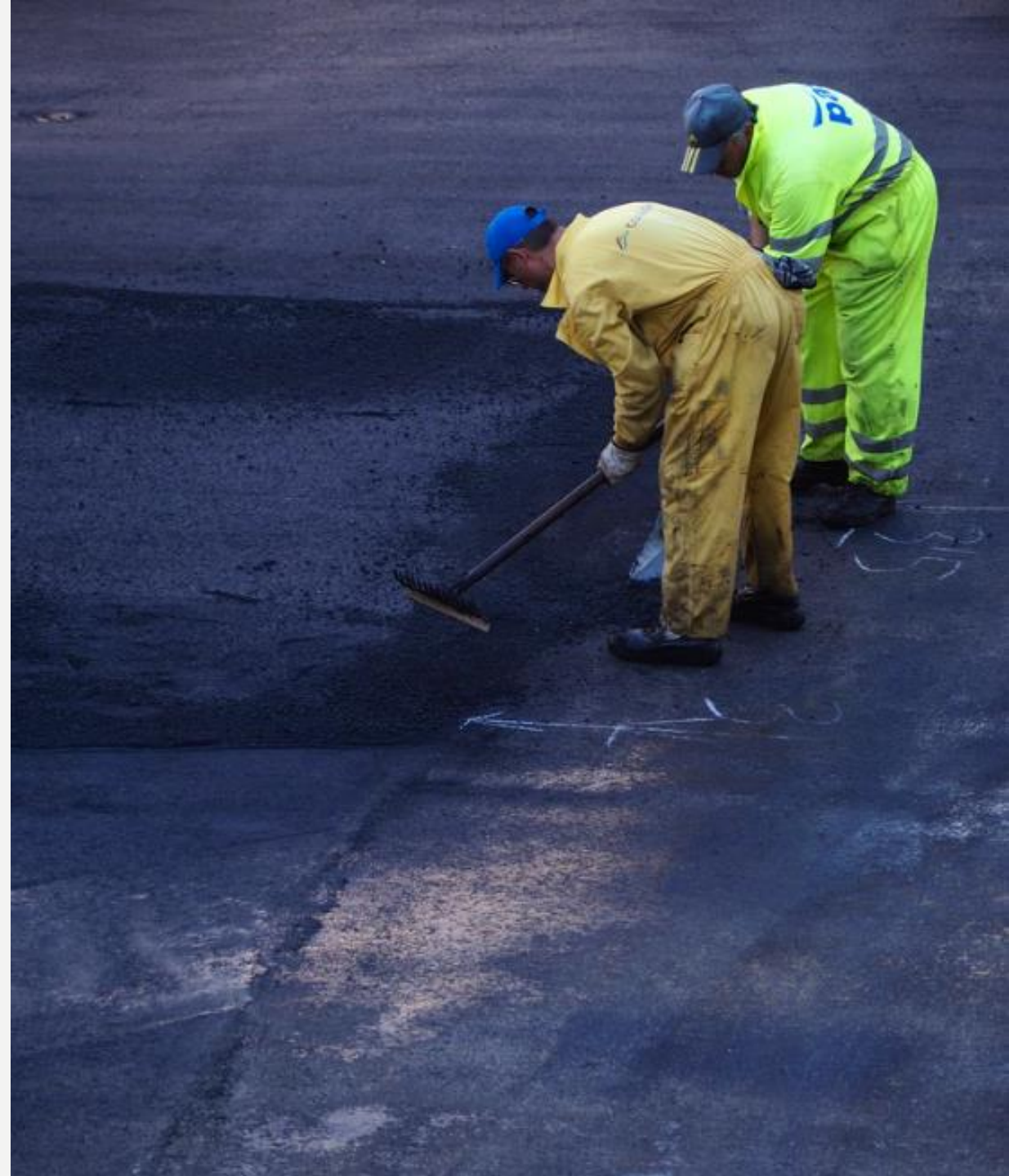
LEAVERS

- Provide details to administering authority as soon as you can
- Prioritise retirements and deaths
- Estimate pay if needed
- Provide correct leaver details when able



MEMBER BENEFITS

- Member benefits unaffected by any variation in markets
- Pension benefits guaranteed
- Members struggling to afford scheme have option of 50/50 section
 - Pay half
 - Get half
- Pension Scams
- Member FAQs available on scotlgps2015.org website



ILL HEALTH AND LIFE COVER

- ALAMA advice
 - Important to progress Ill Health applications
 - No requirement for face to face meetings
 - Balance of probabilities
- Unable to progress?
 - Can put back on full pay
 - Furlough
- Social care lifecover
 - Government's intention to have parity for social care and NHS workers. Practicalities being explored.
 - NHS payments non scheme members mirror scheme members



OTHER ISSUES

- Automatic enrolment
 - Carry out restaging as usual
- Post and documents
 - Electronic where possible
- Valuation
 - Still going ahead
 - Will set contributions for the next 3 years



FURTHER INFORMATION

- Check scotlgpsregs.org for the latest information and updates
- Contact your administering authority regarding local arrangements

LGPS Regulations and Guidance

COVID-19 news and information

Welcome to the website for LGPS employers and pension funds in Scotland

Home | Scheme regulations | LGPC administration resources

Timeline Regulations 2018 | Timeline Transitional Regulations 2014

LGPC bulletins | Guides and sample documents

Scheme regulations

- LGPS Regulations 2018
- LGPS Regulations 2014
- LGPS Transitional Regulations 2014
- LGPS Governance Regulations 2015
- Scheme consultations
- Actuarial guidance

Bulletins, circulars, minutes

- LGPC bulletins
- LGPC circulars
- Bulletin and circular archive
- Technical group minutes
- LGPC minutes

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