

THE ROYAL BOROUGH OF KENSINGTON AND CHELSEA
PENSION BOARD REPORT 16 JANUARY 2017
REPORT FROM THE DIRECTOR OF HUMAN RESOURCES
PENSION FUND COMMUNICATIONS POLICY UPDATE

The revised Pensions Communications Policy Statement is submitted for review and information.

FOR INFORMATION

1. INTRODUCTION

1.1 The Local Government Pension Scheme Regulations 2013, Regulation 61 requires Administering Authorities to prepare, publish and maintain a communications policy statement setting out its strategy for engaging with Scheme Members, Members' Representatives, Prospective members and Employers participating in the Fund.

1.2 The Royal Borough of Kensington & Chelsea (RBKC) are the Administering Authority for the RBKC Local Government Pension scheme, and therefore responsibility for the Pensions Communications Policy Statement rests with them.

2. BACKGROUND

2.1 The regulations that govern the RBKC Local Government Pension Scheme have been subject to numerous revisions within the last few years and therefore the potential benefits and the options available to members of the scheme can be confusing.

- 2.2 The RBKC Pensions Communications Policy Statement has been revised to create communication vehicles to provide members of the scheme with both generic LGPS information and data regarding their own personal circumstances.
- 2.3 The member's age, the date they joined the scheme, the length of time in the scheme and the level of pensionable pay are all factors in the amount of the potential benefits they will receive.
- 2.4 The aim of the policy is to provide members of the scheme with access to sufficient information to enable them to make informed decisions regarding their pension options.
- 2.5 The revised Pensions Communications Policy Statement has also been designed to reach out to new and existing employees (who are potentially new members of the scheme) providing them with the range of joining options, the benefits and the costs.
- 2.6 Included in the revised Pensions Communications Policy Statement are interventions to engage with other employers who have Admitted Body or Scheduled Body status to the RBKC Local Government Pension scheme. The aim of these interventions are to remind them of their responsibilities under the regulations.
- 2.7 Communications with the retired members are also important and these are also included within the revised Pensions Communications Policy Statement.

3. CONSULTATIONS

- 3.1 Surrey County Council the outsourced pensions administrator has been consulted and comments have been incorporated.

4. OPTIONS

- 4.1 The content and scope of the Pensions Communications Policy Statement are governed by the Local Government Pension Scheme Regulations 2013, Regulation 61.
- 4.2 RBKC must therefore have a Communications Policy to meet the requirements of the Regulations but have discretion regarding the frequency and style of communication.

5. Financial and Property, Legal, Sustainability, Risk, HR and/or Equalities Implications *(to be included in all reports)*

- 5.1 The minimal cost of implementing the communication strategy will be met by the RBKC pension fund.

6. RECOMMENDATION(S)

- 6.1 It is recommended that the revised Pensions Communications Policy Statement be approved.

Debbie Morris
Director of Human Resources

Nicholas Holgate
Town Clerk

Appendices:

Appendix 1: Revised Pensions Communications Policy Statement

Background papers: None

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Appendix 1

THE ROYAL
BOROUGH OF



KENSINGTON
AND CHELSEA

Royal Borough of Kensington & Chelsea

Local Government Pension scheme
Communications Policy Statement

Kensington & Chelsea Pension Fund
Revised September 2016

SUPERANNUATION FUND

1. Background.

The Local Government Pension Scheme Regulations 2013, Regulation 61 requires administering authorities to prepare, publish and maintain a policy statement setting out its communication strategy for communicating with:

- Scheme Members
- Members' Representatives
- Prospective members
- Employers participating in the Fund

This is the Local Government Pension Scheme (LGPS) Communications Policy Statement for The Royal Borough of Kensington & Chelsea (RBKC) Pension Fund.

RBKC in its capacity as the Administering Authority engages with other employers (in the form of Admitted bodies and Scheduled Bodies) and has approximately 3400 active members 3700 deferred members and 2400 pensioners.

This policy document sets out the mechanisms that RBKC use to meet their communication responsibilities.

2. Roles and Responsibilities overview.

Retained Team within HR

The Retained Team are responsible for setting the pensions administration management strategy which includes the drafting of this document and the allocation of communication responsibilities, including those to third parties.

They are also responsible for the monitoring of the quality, timeliness and accuracy of pensions communications from third parties and for the periodic review of this document.

The Retained Team will approve significant communications prior to them being issued that have been drafted on behalf of RBKC by Surrey County Council (SCC) and British Telecom (BT).

Surrey County Council

SCC are responsible for the day to day transactional pensions administration service under a section 101 agreement with RBKC.

Under this agreement SCC are responsible for the quality, timeliness and accuracy of pensions communications within their normal business activities.

They are also responsible for communications within specific projects and tasks agreed and allocated to them by the Retained Team.

British Telecom (BT)

BT are responsible for the day to day transactional HR and payroll services for RBKC non-school's staff, RBKC schools that have opted into the service and any third parties such as Academies who buy into the service.

Within the context of this policy BT are responsible for the quality, timeliness and accuracy of communications within their normal business activities.

They are also responsible for communications within specific projects and tasks agreed and allocated to them by the Retained Team.

3. How information is communicated.

RBKC pensions information can be obtained via the Pensions web site using this link.

<http://www.rbkcpensionfund.org/>

The table below shows the additional RBKC communication methods, the frequency of issue and the intended audiences.

Communication type	Paper based	Web site	Intranet	Face to Face	Electronic	Frequency of issue	Communication method	Active member	Deferred member	Pensioner	Prospective members	Employers	Union Reps	Pension fund committee	Pension Board	Residents and tax payers	Media	Other stakeholders
Joiner information with Scheme details	✓	✓				During the recruitment process and upon request	Sent to home address/via employers				✓	✓	✓					
Newsletters	✓	✓				Annually and/or when the scheme changes	Sent to home address/via employers	✓	✓	✓	✓	✓	✓					
Fund Reports and Accounts			✓			Continually available	Link publicised	✓										
Annual Benefit Statements	✓					Annually and on request	Sent to home address and/or via employers for active members. Sent to home address for deferred members.	✓	✓									
Factsheets	✓	✓				On request	On request	✓	✓	✓	✓	✓	✓					
Roadshows				✓		When major scheme changes occur	Advertised in newsletters, via posters	✓										
Face to face personal discussions				✓		On request to Surrey County Council	Advertised in newsletters, via posters	✓	✓	✓	✓							
Posters	✓					When required	Displayed in the workplace				✓							
Employers Guide		✓				Continually available.	On request					✓						

Pension Fund Communications Policy

Communication type	Paper based	Web site	Intranet	Face to Face	Electronic	Frequency of issue	Communication method	Active member	Deferred member	Pensioner	Prospective members	Employers	Union Reps	Pension fund committee	Pension Board	Residents and tax payers	Media	Other stakeholders
Employers meetings				✓		Annually	Notifications sent					✓						
Briefing Papers					✓	When required	With Committee papers dispatch							✓	✓			
Committee Reports	✓				✓	With the committee cycle	With Committee papers dispatch							✓	✓			
Training and Development				✓	✓	Available and/or as requested	On request	✓			✓			✓	✓			
Press releases					✓	As required	Email										✓	
Other employers joining the fund					✓	As required	Email											✓
Pension disputes IDRPs					✓	As required	Email											✓
Statutory returns and questionnaires					✓	As required	Email							✓	✓			✓

4. Details of what is communicated.

Joiner information with Scheme details

A document providing an overview of the LGPS, including who can join, the contribution rates, the retirement and death benefits and how to increase the value of benefits.

Newsletters

An annual newsletter which provides updates on changes to the LGPS as well as other related news, such as national changes to pensions, forthcoming roadshows and contact details.

Fund Report and Accounts

Details of the value of the Pension Fund during the financial year, income and expenditure etc. These documents can be accessed using the following link

<http://www.rbkcpensionfund.org/>

Annual Benefit Statements

For active members these include the value of current and projected benefits. The associated death benefits are also shown along with details of any individuals nominated to receive the lump sum death grant. In relation to deferred members, the benefit statement includes the current value of the deferred benefits and the earliest payment date of the benefits as well as the associated death benefits.

Factsheets

Information that provides a summary in relation to specific topics, such as topping up pension rights, transfer values in and out of the scheme, death benefits and, for pensioners, annual pensions increases

Roadshows

As required a representative from SCC and the Retained Team will visit a particular location to provide a presentation on a particular topic of interest.

Face to face/personal discussions.

Face to face discussions with a representative from SCC and/or the Retained Team to discuss personal circumstances.

Posters

These are to engage with staff who are not in the LGPS to support them to understand the benefits of participating in the scheme and provide guidance on how to join.

Employers' Guide

A detailed guide that provides guidance on the employer responsibilities including the forms and other necessary communications.

Employers meeting

An annual formal seminar style event with a number of speakers covering topical LGPS issues.

Briefing papers

Formal briefings that highlight key issues or developments relating to the LGPS and the Fund, these are used by senior managers when attending committee meetings.

Committee papers

Formal documents setting out relevant issues in respect of the LGPS, in many cases seeking specific decisions or directions from elected members.

Training and Development.

Pension issues are included in appropriate training and development events – specific pension training and development events are run at significant times such as when the scheme changes.

Press releases

Bulletins providing briefing commentary on RBKC's opinion on various matters relating to the Pension Fund, for example. the actuarial valuation results.

Other employers joining the fund

A legal requirement to notify both organisations of the name and type of employer entered into the Fund (i.e. following the admission of third party service providers into the scheme).

Pension disputes IDRPs

Formal notification of pension dispute resolutions to the complainant, together with any additional correspondence relating to the dispute.

Statutory returns and questionnaires

Statutory and various questionnaires that are received, requesting specific information in relation to the structure of the LGPS or the composition of the Fund.

5. Further Information

If you require more information about the LGPS you should contact:

Surrey County Council

Pension Services (WCC Team)
Surrey County Council
Room G59, County Hall
Penrhyn Road
Kingston upon Thames
Surrey KT1 2DN

Email: myhelpdeskpensions@surreycc.gov.uk

Helpdesk 020 8231 2802

Phone: general enquiries and complaints: 020 8541 9293

Retained HR Team

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