

**JOINT COMMITTEE ON SUPERANNUATION
MINUTES OF THE MEETING HELD ON 22 FEBRUARY 2010**

Present

Official Side

Karen Cadman
Julia Wood
Peter Spain
Mike Mordecai
Sandie Woods (minutes)

Trade Union Side

Alan Maloney
John Allison
Neil Walsh

1. Apologies

- 1.1 Apologies were received from Charles Cochrane, Naomi Cooke, Jim Dawson and Rob O'Neill.

2. Minutes of the meeting of 23 September 2009

- 2.1 The minutes were agreed.

3. Matters arising from the meeting of 23 September 2009

- 3.1 (Item 3.7) The Trade Union Side (TUS) are to follow up and advise The Official Side (OS) if the original query about an CES/CER estimates case still needs to be resolved. **Action TUS.**
- 3.2 (Item 3.8) TUS are to follow up on this ill health retirement enquiry, and if necessary send all previous correspondence to OS for investigation. **Action TUS.**

4. CELTEC

- 4.1 TUS acknowledged OS responses about CELTEC.
- 4.2 OS said that there are no outstanding issues on the compensation position for individuals affected by the CELTEC judgement.
- 4.3 OS have been exploring with their legal advisers about the possibility of retrospectively admitting the TECs to the PCSPS for the period when they were employing staff supposedly on secondment from the Civil

Service. However, research into the funding of the TECs suggests that this is not an option. OS legal advisers continue to explore other avenues for putting the pension position on a proper legal position. OS will notify TUS of outcome. **Action OS.**

5. CSCS/Age discrimination

5.1 OS said that there were a number of ongoing Employment Tribunal claims. 11 of the ET claims have union representation, 7 in respect of tapering and 4 dealing with over 60s. TUS have concerns that there may be some cases that they are unaware of. OS to supply TUS with a fuller breakdown of all TUS sponsored ET claims. **Action OS.**

5.2 OS said that a PC and EPN will be issued shortly on the CSCS changes consequent on the Wallis judgement. This will pick up the majority of outstanding age discrimination cases currently being dealt with. The PC will instruct APACs to identify all those aged 57-60 who have left on CER terms from 16 July 2008 and all those who have left aged 60 and over from 1 April 2009. APACs will be asked to revise the awards to pay the full 6 month lump sum compensation payment to leavers less amounts that they have already received, plus interest of the late payment. The EPN will advise employers of the actions their APACs will be taking and advice on the financial consequences.

6. Partial retirement

6.1 During 2010 OS intend to lead a review of partial retirement. OS stated that it would be primarily a policy review but would consider any operational issues arising. The TUS will be included as an interested stakeholder.

6.2 The expectation is that the review will look at the use of partial retirement and the extent to which its use appears to support the original policy intentions,

6.3 The review will also utilise data from the scheme valuation which should indicate if partial retirement is costing PCSPS money.

6.4 OS stated that the previously mentioned problems with calculations no longer seemed an issue.

6.5 TUS asked OS for a breakdown of employers/partial retirement numbers. **Action OS.**

7. Review of PCSPS administration

7.1 OS said the host department for setting up the new Delivery Organisation has been confirmed as DWP. From 1 April the Delivery

Organisation (My Civil Service Pension) becomes responsible for the end to end administration. Public sector APAC staff and some current CSPD staff will transfer to My Civil Service Pension on 1 April.

- 7.2 During transformation the Delivery Organisation will have a separate management team within DWP shared services, led by the Transformation Director. The Scheme Management Board, chaired by Jonathan Stephens will have oversight of the Delivery Organisation and manage the scheme from 1 April. The Scheme Management Board will be supported by the Scheme Management Executive in the Cabinet Office. The Executive will be headed up by Karen Cadman.
- 7.3 TUS said that they are happy with their level of consultation with the programme team. They meet regularly and TUS find the meetings very useful. The next meeting is planned for 1 March.
- 7.4 TUS and OS agreed that it is important that service standards are maintained during transformation. A note will be kept of any possible increase in the number of complaints.
- 7.5 OS said that the JCS structure will remain unchanged. Although it may possibly be likely that members of the Delivery Organisation (as well as Cabinet Office – Reward) would be represented at meetings if agenda items fell within their area of responsibility.
- 7.6 OS said that they anticipate that the Governance Group will lose some of its responsibility for oversight of the schemes' administration and its focus will be primarily concerned with the scheme valuation and advising the Minister on the handling of any cost pressures. There maybe some transitional arrangements for the handing over of some responsibilities to the Scheme Management Board.

8. Data quality

- 8.1 OS said that with the exception of a few employers, APAC and employer engagement has been good. APACs are expected to meet the end of February deadline for all corrected Penserver records and awards. Some 62,500 records have been corrected, and 9,000 awards are waiting to be processed. TUS asked if these records will impact on the scheme valuation. OS will confirm how the scheme actuary handled these records in the last valuation. **Action OS.**
- 8.2 TUS asked if there were any common/particular issues. OS said the most common problem was with employers not telling APACs when a member moves departments. However, some software has been developed that highlights duplicate records for investigation and resolution. The software will also pinpoint those employers who cause the most errors.

9. GMP overpayments

- 9.1 OS said that the level of complaints about the adjustment to pensions remains very low.
- 9.2 In response to the NAO 16 July 2009 report HMRC and DWP are in the process of setting up a GMP Management Board. The Board members comprise the affected public sector schemes, HMRC, DWP and HM Treasury. The Board will meet quarterly, and the first meeting is to be on 24 February.
- 9.3 OS said that they were working with Capita to ensure that safety nets are in place to ensure that no further overpayments occur.
- 9.4 TUS agreed that GMP overpayments were now a closed item as far as JCS was concerned. It was decided that it would only appear on future agendas if the GMP Management Board raised any issues.

10. Consultation on EPNs and PCs

- 10.1 OS now has procedures in place to ensure that TUS are consulted on pertinent EPNs and PCs. OS also ensures that TUS are copied EPNs and PCs before issue. TUS said that this is very helpful as they can direct members with queries from their website to the PCSPS website.

11. Any other business

11.1 Pensions increase

OS said that this year's pensions increase (based on September 2009 RPI of -1.4%) is zero. There will be information to pensioners about the pensions increase in the Pensions newsletter. CSPD is preparing the briefing for Capita. TUS asked if they could be copied in. **Action OS.**

- 11.2 TUS asked if HM Treasury would be issuing the Public Service Pensions Increase 2010 multiplier tables again this year. OS said they would find out and if necessary forward details to TUS. **Action OS.**

12. Date of the next meeting

- 12.1 The next JCS meeting will be in Grosvenor House, Basingstoke on Tuesday 25 May 2010 at 11:30 am.

Civil Service Pensions
March 2010
ACTION POINTS

Action point	Para	Status
TUS to follow up and advise OS if the original query about a CES/CER estimate case still needs to be resolved.	3.1	Open
TUS are to follow up on an ill health enquiry; if still outstanding they will forward previous correspondence.	3.2	Open
OS to notify TUS of the legal position re CELTEC once finalised by their legal advisers.	4.3	Open
OS to supply TUS with a full breakdown of TUS sponsored ET claims.	5.1	Closed 01/03/10
OS to supply TUS with a breakdown of partial retirement numbers.	6.5	Open
OS to confirm whether the scheme actuaries included the 62,500 MAA in the last valuation.	8.1	Open
CSPD to copy TUS into the briefing prepared for Capita in respect of the zero pensions increase for 2010/11.	11.1	Closed 03/03/10
OS to forward a copy of the Public Service Pensions Increase 2010 multiplier table to TUS.	11.2	Closed 22/02/10