

ACTION PLAN: Review of Local Government Pension Scheme

| No. | Recommendation | Proposed Actions / Progress | Success Measures | Responsibility | Date |
|-----|---|---|--|------------------------|----------------------|
| 1 | <p>That an ongoing programme of awareness raising be established to encourage take-up of the Pension Scheme including:</p> <ul style="list-style-type: none"> •promotion of the scheme to younger members of staff •increasing awareness of options contained in the Scheme (such as 50/50 section, allowing staff to benefit with reduced contributions) •emphasising that scheme members benefit from significant employer contributions | <p>HR have attended the following services' team meetings:</p> <ul style="list-style-type: none"> • Children's Residential Social Care • Highways Supervisors Team Meeting <p>to explain the LGPS and also the benefits of AVCs. Feedback has been good and there was an increase in AVC take up. It is proposed to undertake more of these sessions and the following are planned:</p> <ul style="list-style-type: none"> • Catering Supervisors Meeting • Highways and Care for Your Area employee Appraisal Day. • Setting the Scene <p>Auto enrolment will take place in July 2022 and we are currently reviewing information that will be sent to employees who are not in the scheme and will be auto enrolled (employees then need to opt out if they don't want to be in the LGPS). We will also arrange information sessions for employees targeting those employees/areas where employees are not in the LGPS.</p> | A greater take up of the LGPS and AVCs. | HR | July2022 and ongoing |
| 2 | That the information the Council sends to new starters on membership and benefits of the LGPS be reviewed. | <p>The employee benefits leaflet has been updated to promote LGPS membership.</p> <p>We will also review corporate and</p> | Increased membership of LGPS amongst new starters. | HR/Employee engagement | September 2022 |

ACTION PLAN: Review of Local Government Pension Scheme

| No. | Recommendation | Proposed Actions / Progress | Success Measures | Responsibility | Date |
|-----|---|--|--|----------------|--------------|
| | | service induction to improve promotion of the LGPS. | | | |
| 3 | <p>That the Council liaise with Teesside Pension Fund to:</p> <ul style="list-style-type: none"> •urgently review the quality of the information provided to staff to ensure that it is both comprehensive and in plain English (including improvements to the presentation of the information contained in the Annual Benefit Statement) •develop a range of promotional materials in an easy-to-understand format | XPS/Teesside Pension Fund have been extremely busy with end of tax year information and we are liaising with them to determine the most appropriate time to meet with them to review their information and also contact with existing LGPS members. We are collating issues with communication and service to us as an Employer and LGPS members in order that we can raise with XPS ideally at a meeting with them. | Better understanding of the benefits of the LGPS, communication and service. | HR/XPS | October 2022 |
| 4 | That Middlesbrough Borough Council be requested, as the administering Authority, to include in any future contract for the administration of the Pension Scheme, a requirement for information and promotional material to be clear and easy to understand. | Request sent to MBC | Improved clarity in pension information | XPS/MBC/HR | Ongoing |
| 5 | That Human Resources review the use of temporary employment contracts with each Directorate to determine whether a permanent contract could be more appropriate (as this change would result in more employees being auto enrolled into the scheme). | <p>Workforce Profile Reports for 2021/22 have now been prepared which details use of temporary employees. This information will be shared with Directorates and discussed with Directorate Management teams.</p> <p>In addition, during any service review/restructures HR question the reasons for temporary contracts and do suggest changes if appropriate.</p> | Reduced use of temporary contract and potential increase in LGPS membership. | HR | Ongoing |