

Happy New Year! Given how 2020 turned out, we're making no predictions at all about 2021. But in this issue we do highlight a few things to look out for this year in the world of SPF and the LGPS.

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Actuarial Valuation 2020

Results were issued to all employers during December along with our draft Funding Strategy Statement. We need to receive any questions or comments on either of these by **1st February** so that the final report can be produced and published in March.

Cost Cap Review

The Government Actuary's Department (GAD) is expected to advise during January on the timescale for completion of this review which may lead to a further changes to the scheme benefits structure.

McCloud

UK Government is expected to set out further details In January of its proposed remedies to remove age discrimination from the LGPS and other public service schemes. This is likely to be an administration priority in 2021 for both SPF and employers depending on the timescales agreed.

Flexible Retirement-Increase of Hours

SPFO should be informed if a member who has previously retired on flexible retirement grounds increases their hours worked.

Note that this notification should be submitted via email to spfo@glasgow.gov.uk and not via i-connect or spreadsheet.

The reason is that whilst a member can further reduce their hours following flexible retirement, should their hours increase beyond the agreed contractual hours when they flexibly retired, their pension will be suspended and any overpayment of pension clawed back.

Employers should make employees aware of the consequences of increasing their hours following flexible retirement.

It is also advised that where an employee who has flexibly retired is considering an increase in hours, the above implications are made clear to them.

I-connect

For the remaining employers still not using i-connect, this should also be a 2021 priority. As a result of Covid disruption, we will extend the deadline for adoption and continue to accept data from employers by other means beyond March. But this will not be extended beyond the end of 2021.

Annual Allowance

The 2019/20 online self-assessment deadline is January 31st 2021.

You might want to remind any staff who could be subject to an Annual Allowance Tax Charge (AATC). HMRC have produced guidance for individuals on how they should complete their online self-assessment.

<https://www.gov.uk/guidance/who-must-pay-the-pensions-annual-allowance-tax-charge>

(COVID-19): £500 payment for health and social care staff

SPPA has confirmed that payment to health and social care staff is considered non-consolidated and as such is non-pensionable, please see further information [here](#)



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