

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE - 24 APRIL 2008

REPORT BY SHONA GRAY ACTING HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT

8. LOCAL GOVERNMENT PENSION SCHEME (LGPS) UPDATE

WARD(S) AFFECTED: None

'D' RECOMMENDATION – that the Committee notes the changes to the LGPS.

1.0 Purpose/Summary of Report

1.1 To update the Human Resources Committee on the changes to the LGPS

2.0 Contribution to the Council's Corporate Priorities/Objectives

Fit for purpose, services fit for you

Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.

By complying with employment legislation would ensure the council is fit for purpose.

3.0 Background

3.2 The LGPS has recently undergone a review and the Government has introduced a number of changes to the scheme which took effect from 1 April 2008.

3.3 There have been a number of changes:

- Eligibility to join the scheme
- New Contribution Rates
- Changes in the way benefits are worked out
- Changes in the way an employee can increase their benefits
- Improved Death Benefits

- 3.4 Employees have been notified by email of the changes in contribution rates.
- 3.5 Serco are preparing an updated booklet which will be available in late June 2008
- 4.0 Report
- 4.1 See Appendix 'A' (Pages 8.4 - 8.7) for the updated LGPS Scheme.
- 5.0 Consultation
- 5.1 As this is an update of the LGPS there has been no need for consultation prior to presenting it to the committee.
- 6.0 Legal Implications
- 6.1 None
- 7.0 Financial Implications
- 7.1 It has been estimated that overall the new bandings will increase the employer's contributions by 1%. This has been taken into account in the budget for 2008/9.
- 8.0 Human Resource Implications
- 8.1 Employees will need to be kept up to date with the changes.
- 9.0 Risk Management Implications
- 9.1 None

Background Papers

None

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