

January 2022	EMPLOYER NEWSLETTER	Issue 1
-----------------	------------------------	------------



Welcome to the first issue of the new JSS quarterly employer newsletter. We hope you find this useful and welcome any feedback or suggestions for what you would like to see in future editions.

PENSION REFORM UPDATE

You may have heard about reformed pension schemes moving their members into different pension schemes in April 2022.

The changes only affect schemes that reformed their scheme arrangements during 2014-15, e.g., Civil Service Pensions introduced Alpha in April 2015.

Those changes were subsequently found to discriminate against some members based on their age. All reformed public service pension schemes are planning to remedy the discrimination over the next few years

The RCPS did not introduce any reforms in 2015; it is not a “reformed scheme” so the changes being made by other public service pension schemes in April 2022 do not affect any current RCPS members, or those in retirement. The RCPS continues as is, and also continues to be administered by JSS.

More information is on our website:
<http://jsspensions.nerc.ac.uk/reform/index.asp>

IMPROVEMENTS TO OUR WEBSITE

As you’ll know we have made some changes to the employer information on our website, this is to make it easier to find the forms and information you need.

All forms are now stored on our [Forms Page](#)

Employer specific information is under [Further Guidance](#), look for the Employers box:

Employers

More changes will be coming soon and if you can’t find something or have any ideas of what you’d like to see please email [Justine Edge](#).

THE WAY WE WORK HAS CHANGED DURING THE PANDEMIC

Like nearly every other office-based organisation we’ve had to adapt to different ways of working to ensure we can continue to meet the demands of our members and employers. For example, we have nearly 15,000 pensioners many of whom send letters and don’t have access to email, so we’ll always have an office presence.

We adopted hybrid working in the first lockdown and believe the success of introducing this is evidenced in the seamless service we provided. Our average monthly KPI since March 2020 is 88% against a target of 85%, and in the last three months Sep-Nov 2021 it averaged 93%.

We will be launching our 2022 Customer Survey soon as part of our ongoing work to assess the effectiveness our service.

CIVIL SERVICE COMPENSATION SCHEME (CSCS)

For those employers that use the CSCS for their redundancies and voluntary exits you should by now know that the deadline for exits on the current (2010) terms has been extended beyond 31 Dec 2021. There is no deadline now and instead Cabinet Office will give at least 3 months notice when new terms come in to effect.

THE MONTHS AHEAD

Contributions Rates for 2022-23

It’s likely that the current **employee** contribution rates and annualised earnings thresholds will be rolled forward. We’ll know more in February at which point we’ll send a notice out. We can definitely confirm though that the **employer** contribution rate remains at 26.0% for the period 1 April 2022-31 March 2023.

Added Pension

We’ll be sending out the formal reminder shortly for members wishing to buy Added Pension. Look out for this; it will include important deadlines. Added Pension can be a tax efficient way for members to save extra towards retirement.

THE MONTHS AHEAD (CONTINUED)

Annual Pension Increase 2022

The rate of pension increase is linked to the Consumer Prices Index and is calculated in line with the CPI based on the 12 months to September. In September 2021 CPI was 3.1% and we'd expect pensions in payment and preserved pensions to be increased by 3.1% in April 2022. HM Treasury confirm the increase around February March.

£162 million
*That's how much JSS paid out
in pension benefits in 2020-21*

The rate of CPI in the previous September is also the same measure used to revalue Nuvos accrued pension and Added Pension.

Annual Benefit Statements 2022

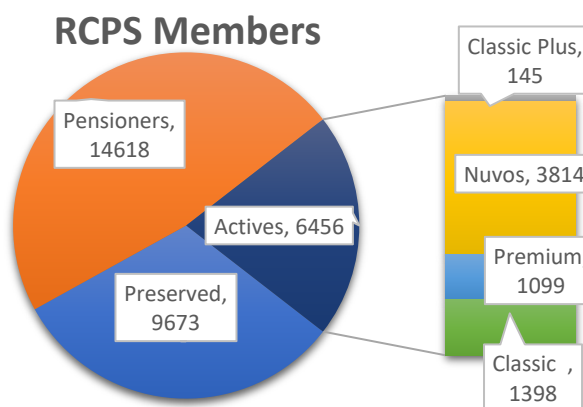
We'll soon start to request information from you in order that we can issue Annual Benefit Statements to active members during July and August. It's important the requested information is provided by the deadlines given. We often find things like non-reckonable absences or change of hours aren't provided during the year – these need to be notified to us as and when they happen. If we don't receive all the necessary information, it will delay the issuing of statements to your employees.

It's vital that members read their Annual Benefit Statement (ABS) to see how much pension they are accruing and know if they're saving enough for retirement.

Members can also review their Death Benefit Nominee (DBN) details, partner nominations (if applicable) and check that we hold their correct address and salary information. If they need to update their DBN they can download a form [here](#).

[JSS Secure SharePoint Site](#)

The preferred method for sharing files with us



PENSION ENGAGEMENT AND RETIREMENT PLANNING

On the topic of retirement planning whilst JSS cannot advise members how to plan for their retirement we can give information and facts. The useful links page on our website has some helpful websites that members can use. As an employer you also play a critical role in helping your staff understand the value of their pension; it's a considerable part of their benefit package when you think about the employer contributions you pay. The Pensions and Lifetime Savings Association have published an "[Employers Guide to Talking About Workplace Pensions](#)" to help employers talk to their staff about their occupational pension and more general financial wellbeing.

These are also good resources you can signpost your staff to: [MoneyHelper.org.uk](#) and [RetirementLivingStandards.org.uk](#)

DEATH BENEFIT NOMINATIONS

It's important that your employees' Death Benefit Nominations are up to date. It might be worthwhile reminding your employees to check their last Annual Benefit Statement from JSS, issued last Summer. If the nominee(s) changed since the Statement was issued, we will have sent out a confirmation letter. If your employee is unsure they simply need to send us a new nomination form. The form can be found [here](#).

ILL HEALTH RETIREMENT

If you have an employee that you are considering for Ill Health Retirement (IHR) please contact us. JSS have a Scheme Medical Advisor who assesses cases against the Scheme Rules. Your occupational health consultant cannot decide if IHR is permissible.

Contact JSS

You can visit us in Polaris House, Swindon

<https://goo.gl/maps/3rYFX1BsrTtk3c2TA>

Phone one of the team, our contact details are [here](#)

Email us: memberships@jss.ukri.org