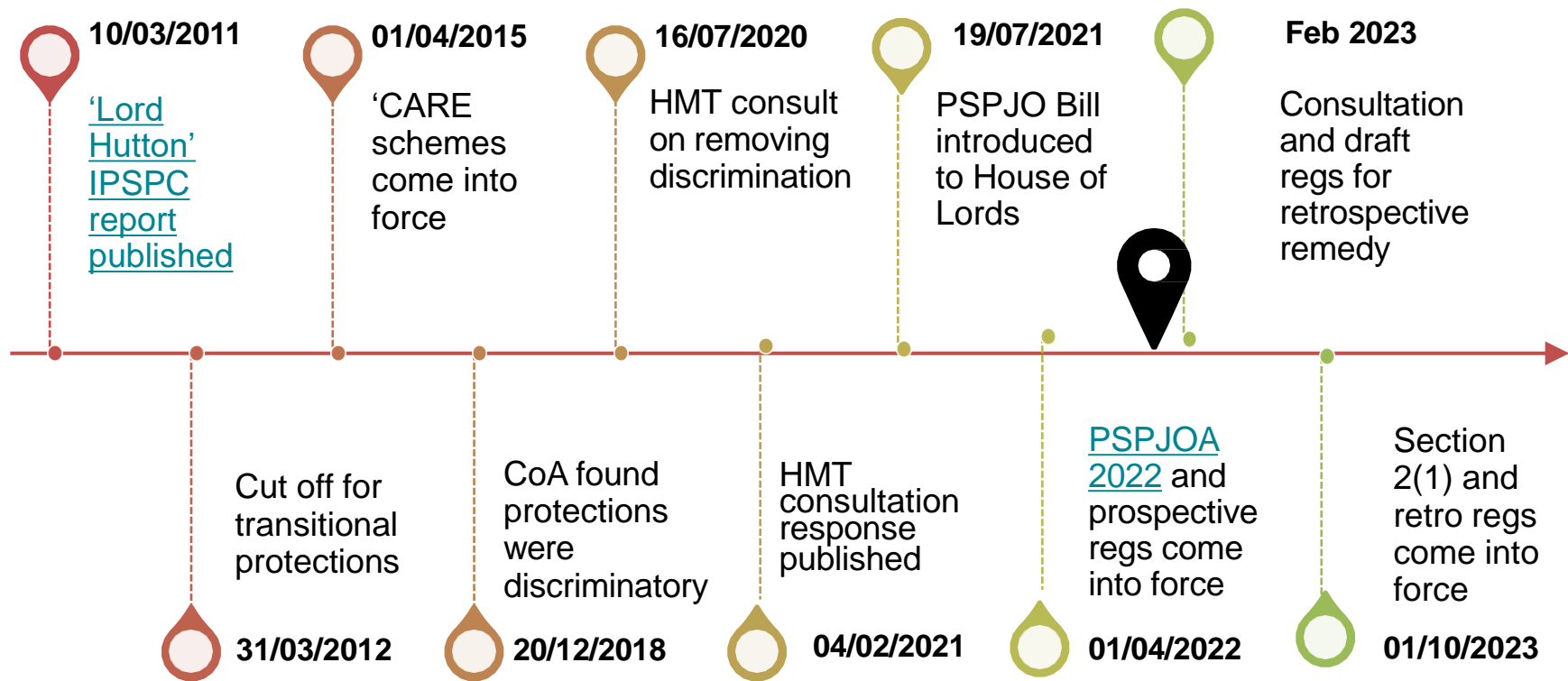


# Remedy timetabling



# Sargeant timeline



# Immediate choice members

Section 6-9 PSPJOA 2022

Pensioner members with remediable service retired before 30 September 2023

Beneficiaries of deceased members with remediable service who died before 30 September 2023

Choice to be offered as soon as practicable BUT Remediable Service Statement must be issued by 1 April 2025

Member to make election within 1 year of receiving choice (31 March 2026)

'Roll back' deemed to have occurred at end of election period if no election for reformed scheme benefits made

# Deferred choice members

Section 10-13 PSPJOA 2022

Active and deferred members at 1 October 2023

Roll back occurs at that date

Remediable Service Statement must be issued by 1 April 2025 (and annually)

Choice made at retirement or deferred into payment

# Four types of RSS\*

## IC-RSS

- Pensioners retired between 1 April 2015 and 1 Oct 2023 (not ID)
- Deceased between 1 April 2015 and 1 Oct 2023 (includes active, deferred, pensioner)

## ABS-RSS

- From 1 Oct 2023, active members provided annually with or included on ABS
- From 1 Oct 2023, deferred members must receive an ABS-RSS, then 'on demand'

## DC-RSS

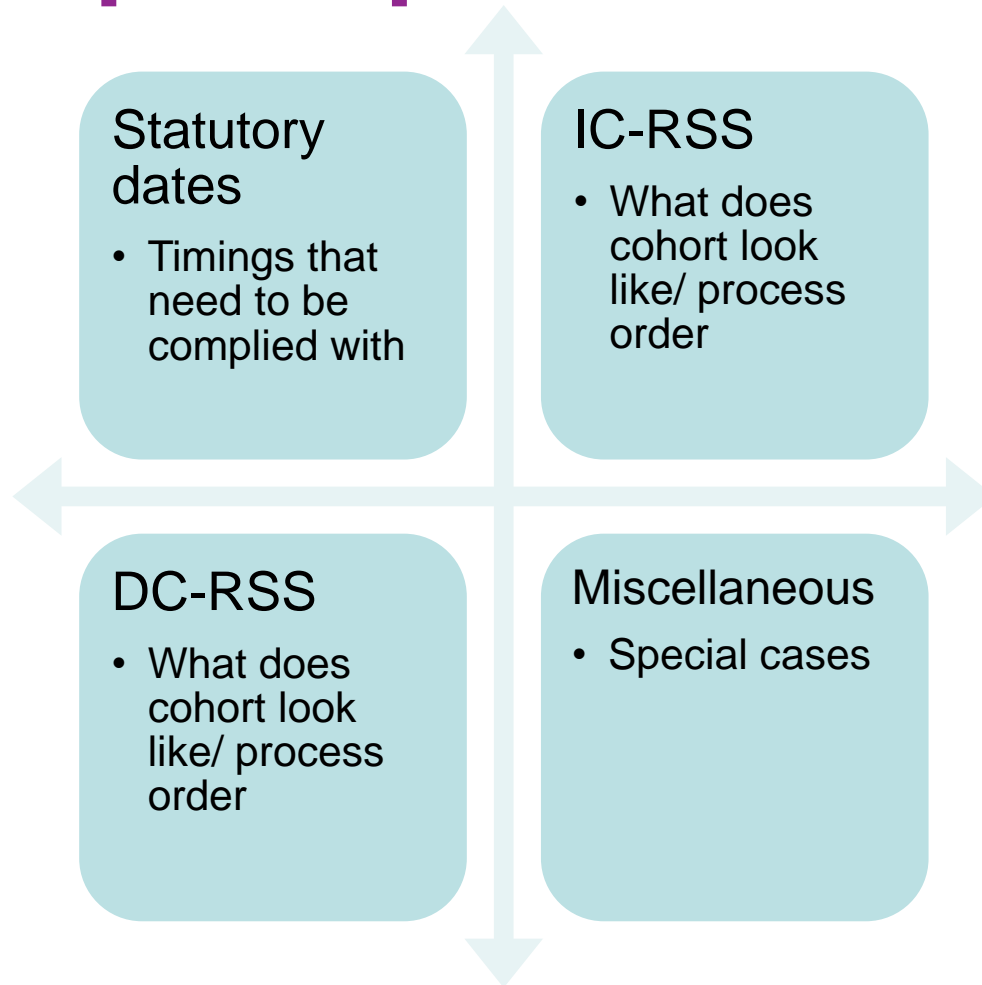
- Active and deferred members at DCU date (after 1 Oct 2023)
- Active and deferred members who die after 1 Oct 2023 – beneficiary to make DCU election

## R-RSS

- Members making a contingent decision claim under Sect. 5 (opted out service)
- 18 months from point claim is successful
- May be in addition to another type of RSS

\* Plus TV-RSS (transfers during remedy period)

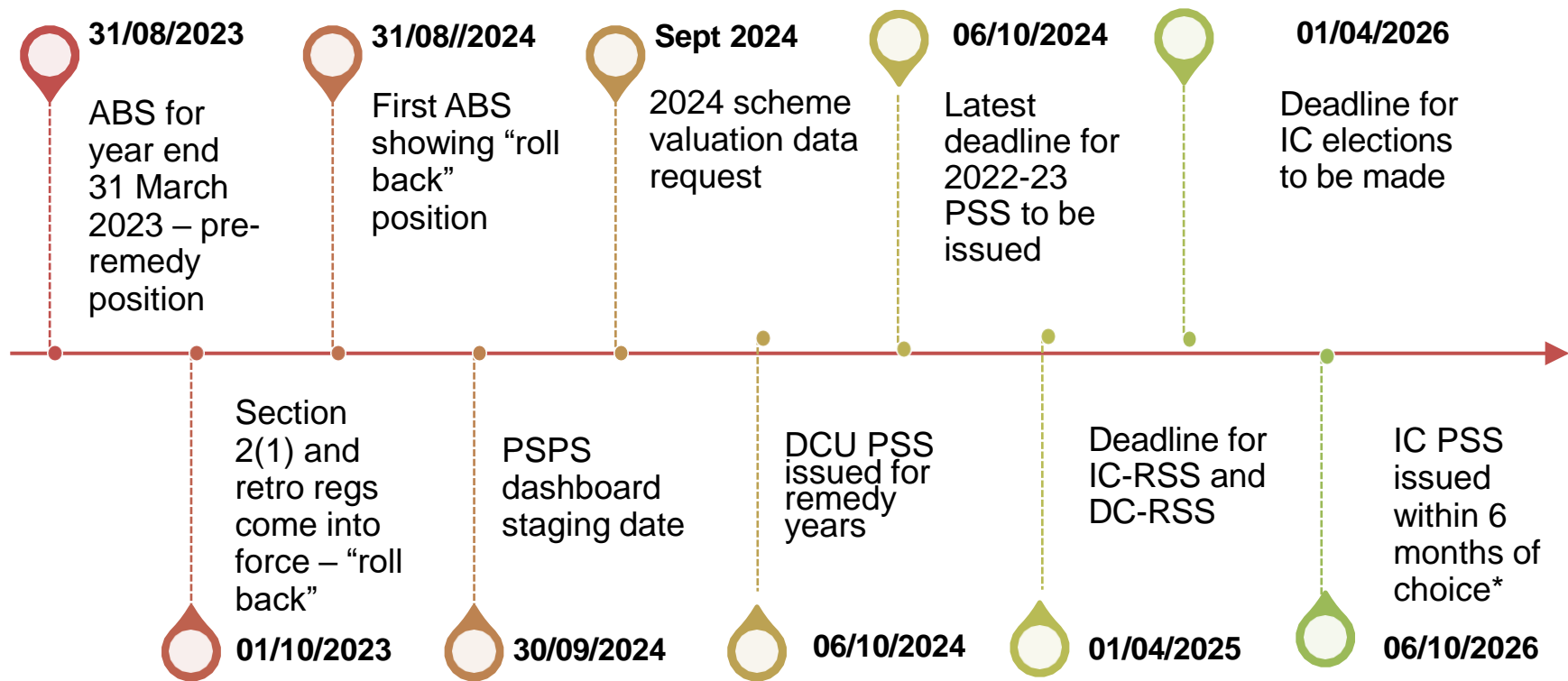
# Four RSS principles



# Timetabling cohort data

Schemes	Member status	Protection status	Events/ Non-standard cases
<ul style="list-style-type: none"><li>• 1992</li><li>• 2006 standard</li><li>• 2006 special</li></ul>	<ul style="list-style-type: none"><li>• Active</li><li>• Deferred</li><li>• Pensioner</li><li>• Deceased</li><li>• Transferred out</li><li>• Beneficiaries</li><li>• PC member</li></ul>	<ul style="list-style-type: none"><li>• Protected: Convert final salary to CARE (Reverse McCloud)</li><li>• Tapered: Create full final salary and CARE for full remedy period</li><li>• Unprotected: Convert CARE to final salary</li></ul>	<ul style="list-style-type: none"><li>• Transfers</li><li>• Divorce/ PSO</li><li>• Added pension</li><li>• Added years</li><li>• AA/ LTA breach = scheme pays</li><li>• Ill-health</li><li>• Contingent decisions</li></ul>

# Statutory dates



\* Or end of the election period (the rectification deadline)



# 1 October 2023\* – BAU v Sargeant

- New retirements/ deaths from 1 Oct 2023 (DC)
- DC-RSS
- Paid under scheme rules in force

BAU

- IC for pensioners/ representatives
- IHR reassessments
- Contributions and tax adjusted
- IC-RSS
- ABS-RSS for active/ deferred
- Contingent decisions
- Rectify ID cases

Remediable

\* 2 October 2023

# Order of processing (IC)

## Recent retirements first

Have more remediable service

Therefore more pension is based on new scheme service

At greater financial detriment?

Agreed preferred method

## Oldest retirements first

Have less remediable service

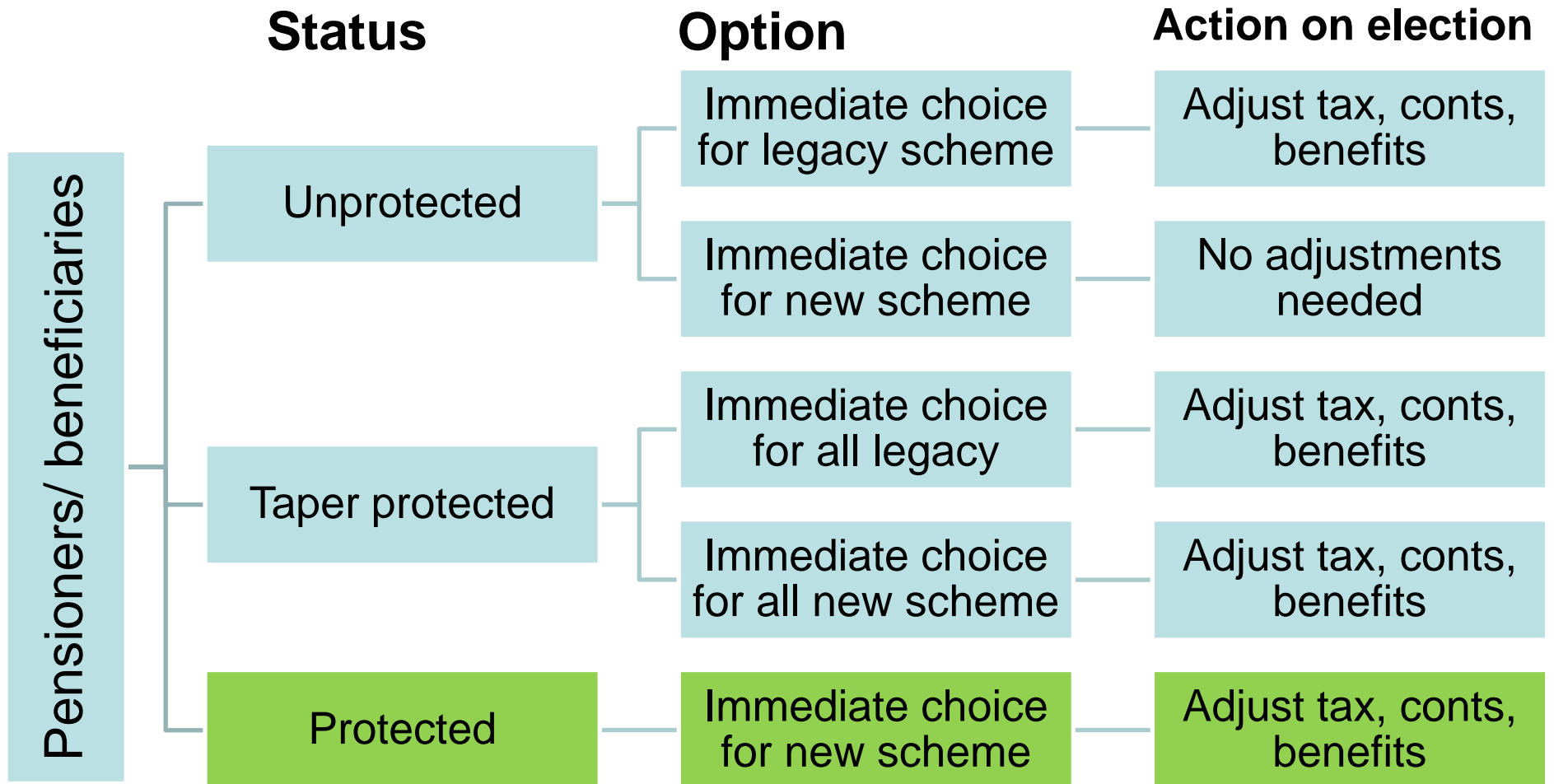
Less pension based on new scheme/ more on legacy

Have been waiting longer

Likely to have more interest applied

All IC members receive RSS by 1 April 2025 and within deadline

# IC status options





# IC cohort timetabling

## October 2023 to March 2024 (Priority)

- Ill-health retirements (including re-assessments)
- Death in service beneficiaries

## October 2023 to May 2024

- Ill-health retirement beneficiaries
- Unprotected and taper protected beneficiaries

## October 2023 to November 2024 (Largest cohort)

- Unprotected and taper protected pensioners

## January 2024 to July 2024

- Contingent decision (opt out)



# IC cohort timetabling contd.

May 2024 to January 2025

- Protected FPS 2006 pensioners\*
  - \*N.B: May be more likely to elect for new scheme

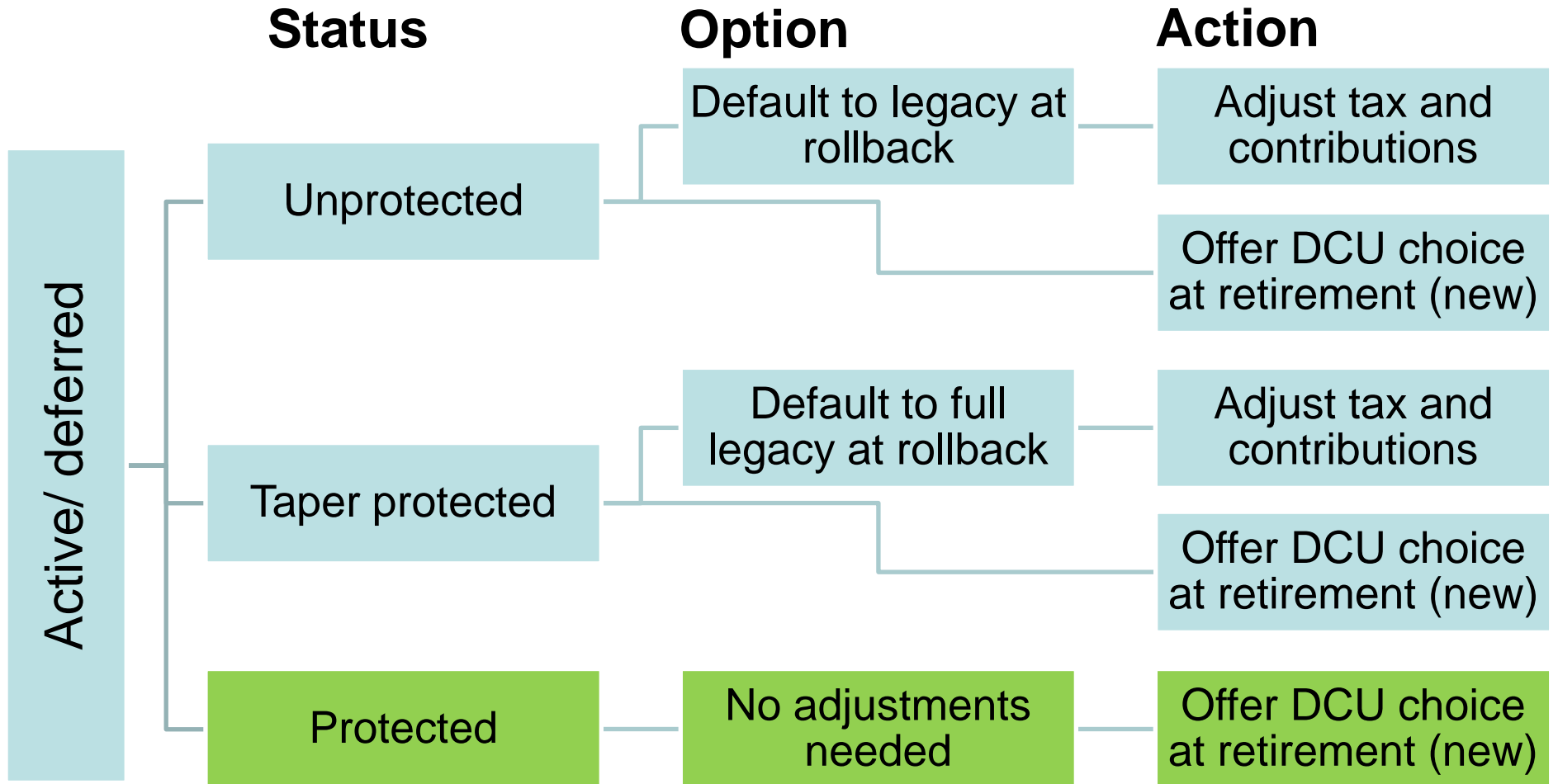
August 2024 to March 2025

- Protected beneficiaries (FPS 1992\* and FPS 2006)
  - \*N.B: FPS 2015 may provide better family benefits

October 2024 to March 2025 (less likely to elect for new scheme)

- Protected FPS 1992 pensioners

# DC status options





# DC cohort timetabling

October 2023 to October 2024

- Active unprotected and taper protected members
- Deferred unprotected and taper protected members

April 2024 to July 2024

- Contingent decision (opt out)

September 2024 to March 2025

- Protected active and deferred members

# Miscellaneous – special cases #1

## Pension credit members

- Where a pension saving order is in place, the original CETV will need to be recalculated and if higher, the debit adjusted on the original member record and the pension credit member given an additional credit.
- This will follow the adjustment to the member record in line with the above scheduling for IC and DC members.

## Contingent decisions – Opt-Outs

- Members who opted out during the remedy period due to remedy are given the option to retrospectively opt back in under [section 5](#) of the PSPJOA.
- Members who are eligible for this will need to be provided with an RSS within 18 months of a positive decision to opt back in.

## Contingent decisions – Other

- Special cases under [section 22](#) are likely to include members who would make different decisions about purchasing additional benefits and transfers in or out.
- These members need to make a positive choice about contingent decisions before being given an RSS confirming their choice.



# Miscellaneous – special cases #2

## Transfer-out recalculations

- Where a member has transferred out to a club or non-club scheme, a revised CETV calculation must be done on the alternative benefit.
- Where higher an RSS must be sent within 18 months to the receiving scheme (TV-RSS)

## Transfer-in Club recalculations

- Club transfers are restricted to within 12 months of employment only, therefore there should be no club transfers received within the remediable service period for FPS 1992 as the scheme closed for new entrants from 2006.
- There may be small numbers of club transfers in FPS 2006. Schemes will need to wait to receive the revised transfer-out calculation before recalculating the transfer-in, into the appropriate scheme.

# Interaction with Matthews

Matthews options exercise expected to run concurrently with the implementation of age discrimination remedy and provision of RSS from 1 October 2023.

Some individuals making an election under Matthews will also have an election to make under Sargeant.

Where a member needs to make an IC under Sargeant (i.e. they have already retired), Matthews election must be made first in order to ensure the correct 'roll-back' position.

This may delay the provision of RSS for that particular cohort of member. The PSPJOA gives scheme managers the discretion to provide RSS at:

“such later day as the scheme manager considers reasonable in all the circumstances in the case of a particular member or a particular class of member.” ([Section 29\(10\)\(b\)](#))

Scheme managers may need to use this discretion for members affected by both remedies.

# Revised Home Office timeline

McCloud Milestone	Date
Policy Development	April 2022 – February 2023
Pre regulation drafting phase	June 2022 – February 2023
Regulation drafting phase	September 2022 – July 2023
Retrospective Consultation launch	February 2023
Consultation analysis and finalise policy	July 2023
Publish consultation response	August 2023
Parliamentary signing and laying of regulations	September 2023
Administrative implementation phase	Ongoing – 1 October 2023
Retrospective Regulations come into force	1 October 2023

# January sessions

- Thurs 5 January 2023 – Remedy timetabling
- Thurs 19 January 2023 (Live from Cardiff!) – Treasury Directions



# Any questions



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**Thank you for listening!**

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