

Preparing for prospective remedy



Legislative position

[PSPJO Bill](#) expected to receive Royal Assent shortly

- Comes into force on 1 April 2022

Finance Act 2022 received Royal Assent on 24 February 2022

- Comes into force on 6 April 2022

[Home Office consultation response](#)
published 8 March 2022

- Secondary legislation comes into force on 1 April 2022

Key provisions

Legacy schemes (FPS 1992 and FPS 2006) closed to future accrual

Protected members join FPS 2015

Existing transitional protections for legacy benefits remain in place:

- Normal Pension Age
- Final salary link
- Double accrual guarantee (FPS 1992)
- Actuarial commutation (FPS 1992)

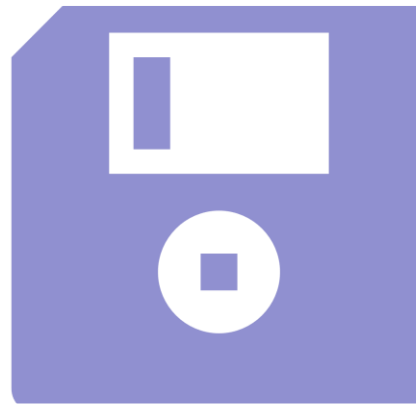
Ill-health 'underpin' for cases that are in train

Existing Added Years and FPS 2006 special member contracts can continue

Key messages for 1 April 2022



All members **MUST**
be in the FPS 2015
on 1 April 2022



This includes
payroll and admin
systems



Not to achieve this
presents legal and
reputational risk

Expectations of software suppliers

Solution in place to ensure all remaining members are transferred to FPS 2015 from 1 April 2022

Communicated and delivered to administrators in sufficient time

New CARE record created for all transitional members from 1 April 2022 to start from 'nil' balance

Expectations of administrators

Implement transfer of all remaining members to FPS 2015 from 1 April 2022

- Cross-check with FRA?

Update websites and other resources to reflect:

- the closure of the legacy schemes, and
- end of protected member status

Liaise with FRA on member communications

Expectations of FRAs

Ensure all remaining members are transferred into FPS 2015 from 1 April 2022 on payroll

- New payroll line for all members for reporting?
- [2022-23 contribution factsheet](#)

Send cohort-specific 1 April 2022 letter to all members*

Distribute '[Your questions answered](#)' factsheet

Monitor [optant outs – new factsheet](#) available!

Update websites and other resources

Consider possible upcoming IQMP referrals

After 1 April...

Follow up letter to former protected members to confirm:

- New contribution rates
- Opportunity to transfer (non-club basis); 12 month deadline for non-occupational
- Death grant nomination (FPS 1992)
- Cohabiting partner nomination (FPS 1992: not essential, but nice to have)

Collection and cleansing of remedy data:

- [Remedy data collection guidance](#)

Managing member expectations

PSPJO Bill WILL become law on 1 April 2022

Protected members WILL move into the FPS 2015 on 1 April 2022

Members WILL NOT be 'put back' into their final salary schemes on 1 April 2022

Retrospective remedy WILL NOT be implemented until 1 October 2023

ABS 2022 WILL NOT reflect remedy benefits

Any questions



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Thank you for listening!

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