

WMPF EMPLOYER NEWSLETTER



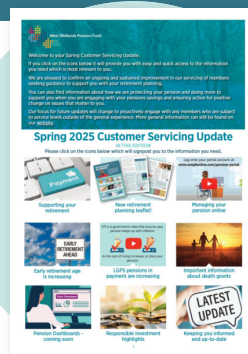
WELCOME

As we reach the end of another scheme year, we would like to thank all of our employers who continue to submit monthly earnings, payments and contribution data. Your commitment to correct member data underpins a number of statutory exercises undertaken by us and is crucial to enable the timely and accurate provision of member benefits.

In this edition you'll find a helpful checklist to support you in your end-of-year activities. You'll also find a reminder about changes to the way you report flexible retirement re-joiners and historic member changes to us.

Customer Servicing

The latest [Customer Servicing Update](#), now available on our website, confirms to members that retirement processing timescales continue to reduce. Most members will receive their retirement quote within nine weeks of you submitting their retirement notification. Following receipt of completed option forms, the majority of members can expect to receive their first pension payments within two weeks. The update also addresses current market uncertainties while reassuring members that their pensions are guaranteed under statute and therefore protected from market shocks. Finally, we provide an update for members on Pension Dashboards. The update was sent to all members for whom we have a valid email address. We would appreciate your support in sharing this internally with your members. Please also highlight to them our new useful [Retirement Planning](#) leaflet.



WHAT YOU NEED TO KNOW

We're changing the way you report flexible retirement re-joiners and historic member changes to us

We emailed all of our main employer and payroll provider contacts on 11 February 2025 to tell you about some changes we're making to improve the way you report member updates to us. Here's what you need to know:

- **Members re-joining the scheme after flexible retirement (effective now):**
 - you will need to report these members as new starters in your usual monthly data interface file. This way, you'll get their new member reference number straight away.
 - you still need to tell us they're re-joining when you submit the exit interface - this ensures that the member's old record tells us that they've re-joined.
- **Changing member details (effective now):**
 - you can now update the previous scheme year's member changes (from August 2023 onwards) using the standard interface.
 - changes prior to August 2023 still need to be reported via Admin Referral.

If you have any queries, please contact us using the details at the bottom of this newsletter.



Pensions are increasing in line with consumer price index (CPI)

From 7 April 2025, Local Government pensions have increased by 1.7% (CPI aligned). Pensioner members will have seen the following in their April payslip:

- 1-6 April current rates.
- 7-30 April 1.7% increase.

Members' May 2025 payments will reflect the full 1.7% increase.

Please direct members to our video: [How will your pension increase in retirement](#) to help them understand how the increase is applied.

The Neonatal Care Leave and Pay Regulations 2025

With effect from 6 April 2025, you must implement the [Neonatal Care Leave and Pay \(Consequential Amendments to Subordinate Legislation\) Regulations 2025](#). This legislation provides your employees whose babies require seven or more continuous days of neonatal care within 28 days of birth (for babies born after 5 April 2025) with up to 12 weeks of additional leave.

For LGPS purposes, amendments to the LGPS (England and Wales) Regulations 2013 mean that Neonatal Care Leave (NCL) must be treated in the same way as other child-related leave.

Where there is paid NCL you must:

- apply assumed pensionable pay (APP)
- ensure that pension contributions are calculated accordingly during this period.

For unpaid NCL, employees have the choice to purchase the lost pension through a shared-cost additional pension contract (APC). You can find more information about APP and how it's calculated on our website.

Important information about Prudential Additional Voluntary Contributions (AVCs)

On 2 April, the US unveiled a 10% “baseline” tariff on imports to the US, with higher rates faced by a number of countries across the globe. This announcement, combined with retaliatory tariffs and a series of trade agreements being negotiated between countries, has resulted in significant change and volatility in global investment markets.

Whilst at this stage, we so not know where and when markets may settle, we maintain a diversified investment portfolio and we are committed to ensure the long-term sustainability of benefit payments, helping us to withstand shorter-term market shocks.

Most importantly, with benefits guaranteed under statute, members should be assured that these market movements will not impact their pension rights.

Members who have put aside extra money into saving pots through AVCs, can find further information and relevant links to information about their AVC arrangements by visiting [Flexibility to pay more or less](#). We have contacted our AVC providers about the information available to support members at this time and will provide further updates once available.

If you have members who have AVC contracts, Prudential want to support you in making your submissions easier. They've put together this [guide](#) to help you.

Don't forget to include the contributions for members who've got AVC contracts on your monthly data submission files.

WHAT YOU NEED TO DO

Use our checklist to make sure you're year-end ready

Make sure your data's up to date and compliant by working through our checklist. Ticking off all of the actions will ensure that your membership profile is accurate and your members' records are up to date.

Done	Task	When
<input type="checkbox"/>	Submit your early leavers/opt-outs Use an exit interface to tell us about members who have left employment (and not retired) or opted out of the scheme after three months of service. If you don't, you may jeopardise your 2025 Actuarial Valuation results and ABS production rates.	No later than one month after leaving/opting out
<input type="checkbox"/>	Submit your retirements Use an exit interface to tell us about members of retirement age who have left employment and chosen to take their pension. Ensure you use the correct 'reason for leaving' for the member – an incorrect choice (e.g., <i>redundancy</i> instead of <i>early retirement</i>) can have significant financial implications for your organisation.	No earlier than three weeks before and no later than one week after retirement
<input type="checkbox"/>	Apply your LGPS employee contribution 2025/26 rates Revised employee contribution bandings are effective from 1 April 2025. You can find the current and previous years' contribution rate tables on our website .	From 1 April 2025
<input type="checkbox"/>	Bring your monthly submissions up to date Submit all of your 2024/2025 monthly submissions. If you don't, you may jeopardise your 2025 Actuarial Valuation results and ABS production rates. Remember to include: <ul style="list-style-type: none">• your casual members of staff (even if they haven't earned in the month).• APP for members who've had a drop in earnings (where applicable).• members that opted out with less than three months service who you've refunded through the payroll.	By 19 April 2025
<input type="checkbox"/>	Submit your final statement Use the guidance provided on our website to assist you with this process. Your final statement enables us to reconcile your contribution payments against what's expected.	By 30 May 2025
<input type="checkbox"/>	Respond to monthly submission feedback The Data Team may email you about validation errors in your monthly submissions that are triggered after submission. The team is currently analysing all monthly submission files received for 23/24 and will be looking to issue feedback to you on these files regardless of whether there are errors or not by 30 June 2025.	Within 10 working days of receipt of feedback

DATES FOR YOUR DIARY

19 May 2025

April monthly
submission
deadline

30 May 2025

Final statement
2024/2025
deadline

Mid-May 2025

2025 Valuation
Data Review

June/early July

Actuarial Valuation/
Pension Administration
Strategy (PAS)
briefing sessions

HOW TO GET IN TOUCH WITH US

Submit an [ESS Admin Referral](#)

Email us

Support with ESS

WMPFEmployerSystemSupport@wolverhampton.gov.uk

General queries/scheme or member queries

WMPFEmployerLiaison2@wolverhampton.gov.uk



1. For all accounting requests and queries - WMPFEmployerValuation@wolverhampton.gov.uk
2. For submission of A1 forms, APC forms, ill-health forms and S5s, please email DMT@wolverhampton.gov.uk



West Midlands Pension Fund

UPCOMING EMPLOYER TRAINING EVENTS

SPRING
2025

We are pleased to announce the relaunch of our hugely popular employer training sessions. You can find our upcoming dates below:

TUPE, Tenders & Pass-Through
Arrangements (Webinar)

THURSDAY
15 MAY

FRIDAY
16 MAY

Leavers

Submitting Interfaces

THURSDAY
22 MAY

West Midlands Pension Fund
i9 Wolverhampton Interchange,
Railway Street, Wolverhampton,
WV1 1LD

For additional coaching dates
beyond spring, please
[click here](#)