

PAS Code	Function/Task	Performance Standard	Frequency of Monitoring	Internal/LPPA Reporting	Outcome	Comments/Progress	Date Check Completed
2.1 SCHEME EMPLOYERS - GOVERNANCE							
2.1.1	Designate a named individual to act as a Pensions Liaison Officer who is the main contact with regards to any aspect of administering the LGPS	Within 30 days of becoming a scheme employer or a change of named contact	Annually	Internal	Share with LPPA and Finance	All but 10 employers have responded to the questionnaire. They are being chased for a response.	03/07/2025
2.1.2	Formulate, publish and keep under review policies in relation to all areas where the employer may exercise a discretion within LGPS	A copy of the policy document is to be supplied to the administering authority within 30 days of becoming a scheme employer or a change in policy	As and when Regulations change	Internal	Publish policies to LBH website	All but 10 employers have responded to the questionnaire. They are being chased for a response.	03/07/2025
2.1.3	Appoint person for stage 1 internal dispute process (IDRP) and ensure this is noted within the discretions policy	Within 30 days of becoming a scheme employer or a change of appointed person	Annually	Internal	Maintain an IDRP Register stored locally	All but 10 employers have responded to the questionnaire. They are being chased for a response.	03/07/2025
2.1.4	Notify the administering authority of a receipt of a complaint under IDRP	Within 7 days of receipt of the complaint	Annually	Internal	Maintain an IDRP Register stored locally	All but 10 employers have responded to the questionnaire. They are being chased for a response.	03/07/2025
2.1.5	Notify the administering authority that the stage 1 IDRP decision has been made	Within 7 days of making the determination	Annually	Internal	Maintain an IDRP Register stored locally	All but 10 employers have responded to the questionnaire. They are being chased for a response.	03/07/2025
2.1.6	Distribute any information provided by the administering authority or administrators to scheme members/potential scheme members	Individual requirement within timescale specified in each instance	Annually	Internal	Record as part of the Communication Review	Employers are expected to meet the standard. Unable to monitor as the administering authority.	03/07/2025
2.2 SCHEME EMPLOYERS - FUND ADMINISTRATION							
2.2.1	Ensure correct employee contribution rate is applied and reviewed in line with the contribution bands	Immediately on commencing scheme membership and in line with employer discretion	Annually	Internal/LPPA	Payroll set the contribution rate based on previous year pay.	LPPA would flag any potential contribution mismatches.	30/06/2025
2.2.2	Ensure correct employer contribution rate is applied as advised by the administering authority and determined by the Fund Actuary	Immediately as directed in line with the Rates and Adjustments certificate	Monthly	Internal	Monitored monthly on the contribution schedule.	Mismatches have been raised with employers and set to the correct rate.	04/07/2025
2.2.3	Ensure correct deduction of employee contributions	Each payroll cycle	Monthly	Internal	Monitored monthly on the contribution schedule.	LPPA would flag any potential contribution mismatches.	30/06/2025
2.2.4	Arrange the deduction of any employee additional contributions and any amendments as required	Each payroll cycle as required				Employers are expected to meet the standard. Unable to monitor as the administering authority.	30/06/2025
2.2.5	Arrange the deduction of Additional Voluntary Contributions (AVCs) and payment to the relevant AVC provider	Each payroll cycle as required				Employers are expected to meet the standard. Unable to monitor as the administering authority.	30/06/2025
2.2.6	Remit the employer and employee contributions to the Fund and provide a monthly report, to include details of any additional contributions and AVCs, in the format specified by the administering authority	Payment via BACS by 22 nd of the month following the deduction. The monthly report must be sent as specified in the completion notes by the same deadline	Monthly	Internal	Monitored monthly on the contribution schedule.	Payments from one trust were late following a change of payroll provider but it isn't an ongoing issue.	04/07/2025
2.2.7	Refund any employee contributions when an employee opts out of the pension scheme within 3 months of joining	From the earliest available payroll after the opt out form is received				Employers are expected to meet the standard. Unable to monitor as the administering authority.	30/06/2025
2.2.8	Remit strain cost payments to the Fund in relation to early payment of benefits following flexible, redundancy, efficiency, employer consent or ill health retirements	Within 30 days of receipt of the Fund's invoice	Quarterly	Finance to Report	Review a report of invoices raised and paid.	Any invoices raised were paid.	04/07/2025
2.2.9	Remit any other charges to the Fund in respect of work carried out on behalf of the employer by the accounts team, administration team or Fund actuary in line with the charging policy	Within 30 days of receipt of the Fund's invoice	Quarterly	Finance to Report	Review a report of invoices raised and paid.	Any invoices raised were paid.	04/07/2025

2.3 SCHEME EMPLOYERS - RESTRUCTURES AND OUTSOURCING

2.3.1	Notify the administering authority of any services that are being outsourced and will involve a Tupe transfer of staff to another organisation	Immediately at the decision to tender and prior to the launch of the tender process. A Pensions Information Memorandum must be obtained to include with Invitation to Tender documentation to potential bidders, to confirm pension costs.	As and when a notification is received	Internal	Maintain a register of outsourced services for ease of review	We are not aware of any outsourcing contracts starting since 01/04/2025.	04/07/2025
2.3.2	Respond to requests for information from the administering authority or LPPA	Within 21 days of receipt	As and when required	Internal	Maintain a monitoring log	We are not aware of any outsourcing contracts starting since 01/04/2025.	04/07/2025
2.3.3	Work with the administering authority to arrange for an Admission Agreement to be completed and Fund security to be established	At least 90 days in advance of the contract commencement date	As and when required	Internal	Maintain a monitoring log	We are not aware of any outsourcing contracts starting since 01/04/2025.	30/06/2025
2.3.4	Notify the administering authority of any decision to extend existing outsourced contracts beyond the initial end date	Within 30 days of the decision to extend	As and when required	Internal	Maintain a register of outsourced services for ease of review	2 employers have notified us of extensions effective 01/09/2025.	30/06/2025
2.3.5	Notify the administering authority that the contract is due to cease	At least 90 days before the end of the contract	As and when required	Internal	Maintain a register of outsourced services for ease of review	We are not aware of any contracts that are due to cease.	30/06/2025

2.4 SCHEME EMPLOYERS - DATA QUALITY AND SCHEME ADMINISTRATION

2.4.1	Provide the monthly return as specified by the administering authority to update member records, feed into valuation/GAD cost sharing exercise and annual benefit/annual allowance statements	Completed and validated return to be submitted by the specified deadline (usually 30 April) via the LPPA Portal	Monthly	LPPA	Submit the return each month before the deadline.	There are currently 8 employers that are not up to date with their monthly returns.	03/07/2025
2.4.2	To resolve queries resulting from the annual return process	As soon as possible but no later than 21 days from date of receipt. In circumstances where an employer submits a late annual return shorter timescales may be required as advised by the administering authority or LPPA.	Annually	LPPA	LPPA to run reports showing query levels.	All employers have a manageable level of queries according to the report from LPPA dated 20/06/2025.	03/07/2025
2.4.3	To action all requests for data, information or delayed forms	To fully answer all queries from the administering authority or LPPA within 21 days of receipt of the query	Monthly	LPPA	Maintain a monitoring log	Unable to monitor as the administering authority but it is important to note the employer's responsibility to undertake the task.	30/06/2025
2.4.4	Ensure Automatic Re-enrolment requirements are met	Engage with payroll department as soon as notification is received from the Pensions Regulator	Triannual	LPPA	Report of number of active members before/after AA	Havering auto-enrolment successfully completed as at May 2025.	30/06/2025
2.4.5	Notify new joiners/additional employments in the format specified by the administering authority	Within 14 days of the member's first pensionable pay run after contractual or automatic enrolment date via the new joiner form on the LPPA Portal.	Monthly	LPPA	Actioned via the monthly return report	There are currently 8 employers that are not up to date with their monthly returns.	03/07/2025
2.4.6	Direct all eligible new employees to the pension scheme website www.lppapensions.co.uk	At date of employee appointment	Annually	Internal	Record as part of the Communication Review	Unable to monitor as the administering authority but LPPA's website is included in the Employer Responsibility Guide.	30/06/2025
2.4.7	Action and notify movement between the main and 50:50 scheme following member election or automatic re-enrolment in the format specified by the administering authority	Action from the next available payroll and notify via the scheme movements form on the LPPA Portal within 30 days of the change	Annually	LPPA	Actioned via the monthly return report	There are currently 8 employers that are not up to date with their monthly returns.	03/07/2025
2.4.8	Notify all child related absence, reserved forces leave or periods of unpaid authorised or un-authorised leave without pay in the format specified by the administering authority	Within 30 days of the start of the leave and confirmation that the member has returned within 30 days via the absence/return from absence notification forms on the LPPA Portal				LPPA would flag any potential breaks not previously notified.	30/06/2025

2.4.9	Notify of a change to members contractual hours or weeks	Within 30 days of the pay run implementing the change via the change of hours form on the LPPA Portal	Annually	LPPA	Actioned via the monthly return report	There are currently 8 employers that are not up to date with their monthly returns.	03/07/2025
2.4.10	Notify of any new/revised additional contribution elections	Within 30 days of the pay run implementing the additional contributions via the employer contact form on the pensions website	Annually	LPPA	Actioned via the monthly return report	There are currently 8 employers that are not up to date with their monthly returns.	03/07/2025
2.4.11	Notify of early leavers or opt outs in a format specified by the administering authority	Within 30 days of the members final pensionable pay run via the leaver form on the LPPA Portal	Monthly	LPPA	Actioned via the monthly return report	There are currently 8 employers that are not up to date with their monthly returns.	03/07/2025
2.4.12	Notify of retirements (age, redundancy, efficiency, ill health or flexible) in a format specified by the administering authority	Within 7 days of the members final pensionable pay run via the leaver form on the LPPA Portal	Monthly	LPPA	Maintain a monitoring log	***** report on date of leaving, date form submitted and whether cert has been received from lpp	
2.4.12	Notify of the relevant tier for an ill health retirement in a format specified by the administering authority	The relevant ill health certificate should be completed by the Occupational Health Practitioner and uploaded with the leaver form on the LPPA Portal	Monthly	LPPA	Maintain a monitoring log	***** report on date of leaving, date form submitted and whether cert has been received from lpp	
2.4.13	Notify of the death of an employee and provide next of kin details in a format specified by the administering authority	Within 3 working days of knowledge of the death of the employee via the bereavements form on the LPPA website. Followed by the leaver form on the LPPA Portal within 7 days of the final pay run.	Monthly	LPPA	Maintain a monitoring log	***** report on date of leaving, date form submitted and whether cert has been received from lpp	
2.4.14	Notify of the revision to a member's leaver information following a payment after leaving in a format specified by the administering authority	Within 30 days of the pay run via the leaver form on the LPPA Portal	Monthly	LPPA	Actioned via the monthly return report	There are currently 8 employers that are not up to date with their monthly returns.	03/07/2025
2.4.15	To Notify of intent to request a bulk estimate retirement calculations to seek both member pension details and employer strain costs	As soon as practical to allow time to consider resource planning via email to the Pensions Projects and Contracts Manager	Monthly	LPPA	Actioned upon receipt of a request from HR		30/06/2025
2.4.16	Request estimate retirement calculations to seek member pension details and employer strain costs (where applicable) in a format specified by the administering authority	With as much notice as possible but at least 30 days prior the date figures are required via the estimate request form on the LPPA Portal	Monthly	LPPA	Actioned upon receipt of a request from HR	Unable to monitor as the administering authority. Self-service estimates are available to employers. LPP haven't informed us of any issues.	30/06/2025