

Your LGPS personal benefit statement 2024 explained

These notes support this year's Local Government Pension Scheme (LGPS) annual benefit statement. The statement gives you a summary of the estimated value of your pension at 31 March 2024, which is the end of the scheme year.

You can get a current estimated value of your pension at any time by logging on to My Oxfordshire Pension at <https://oxfordshire.pensiondetails.co.uk/> and selecting Benefit Projectors. If you pay AVCs or are a pension credit member, you will need to contact pension services for an estimated value of your pension.

The LGPS is a statutory, defined benefit scheme. The regulations describe how your pension should be calculated, how much you and your employer pay to the pension fund and when we can pay you your pension. Neither these notes nor the statement can cover every circumstance and in the event of any dispute, we will refer to the appropriate legislation and regulations. Neither the notes nor the statement give you any contractual or statutory rights, they are for your information.

You should contact your employer with questions about the 'pay' figures shown in the statement.

If you have other questions, we recommend that you check the information on our website page at <https://www.oxfordshire.gov.uk/business/oxfordshire-pension-fund/pension-scheme-members/active-members/i-have-just-joined-lgps/your-annual-benefit-statement> before contacting Pension Services.

Section 1 – Personal details

Please check we hold correct information about you at 31 March 2024

Employer at 31 March 2024

This shows your employer at **31 March 2024**. If you had more than one LGPS employment at this date, you will receive a statement for each job.

Payroll number

This is the payroll reference we hold at the time we prepare these statements. It is possible the reference number has changed since last year's statement, especially if your employer has moved to a different payroll system.

Section of scheme at 31 March 2024

There are two sections to the LGPS: the Main Section and the 50/50 Section. The statement records which Section you contributed to at 31 March 2024 even if you have now moved into the other Section.

- In the **Main Section** you build full benefits,
- Anyone can elect to join the **50/50 Section** which allows you to pay half your contribution rate and build up half pension. Ill-health and death in service benefits for your family are kept at the full level whilst contributing to the 50/50 Section.

- The **50/50 Section** is intended as a temporary election and there are times when your employer must re-enrol you into the Main Section of the Scheme. Your employer must tell you when they are going to do this.

Section 2 – Summary of total benefits at 31 March 2024

This section shows your benefit **as if** at 31 March 2024 you were entitled to an unreduced pension payment. These figures combine the value at 31 March 2024 of:

- your pension **benefits** built up before 31 March 2014, if you have any **and**
- your pension **benefits** built up since 1 April 2014.

If you choose to take your pension benefits before your Normal Pension Age, they will normally be reduced because it is being paid earlier. The earlier you take your pension, the bigger the reduction. You can find details of the reductions by visiting <https://www.lgpsmember.org/your-pension/planning/taking-your-pension/>. **The values in this statement do not include any reductions.**

Depending on how long you have been in the Scheme you may see several sets of figures in this section:

1. The **Standard benefit option** shows you **the current value of your annual pension** for life as well as any one-off lump sum. The lump sum is part of your standard benefit only if you have membership before 1 April 2008.

If you have a Pension Sharing Order or a Scheme Pays debit on your pension, the debit has been deducted from the figures in this section. **Please note:** this the first time that this deduction has been incorporated in your benefit statement, so the figures may look different when compared to previous years.

2. The **Maximum lump sum option** shows you the option you have at retirement to convert the 'standard benefit option' into a smaller pension for life with a larger one-off lump sum.

The Maximum lump sum option, subject to His Majesty's Revenue and Customs (HMRC) limits, is worked out by increasing your lump sum by £12 for each £1 you give up from your annual pension. The maximum lump sum you receive cannot be more than a quarter of the overall value of all your pension benefits, including any in-house additional voluntary contributions (AVC). A lump sum must not exceed £268,275 (2024/2025 figure) less the value of any other pension rights.

The Maximum lump sum option shown here does NOT include any in-house AVC fund you may have. Your AVC provider issues the statement showing your in-house AVC fund value separately. Pension Services will give you more details of your AVC options when you retire.

3. **Annual Survivor Pension** - the LGPS may also pay a pension following your death.

The LGPS provides benefits for your eligible partner and children. We do not show figures on the statement as we may not hold the personal details necessary to provide an estimated value. We always check eligibility before making any payment to your spouse, civil partner or eligible cohabiting partner and / or children.

4. **Death in Service lump sum** (also called death grant) shows the lump sum payable as if you had died on 31 March 2024, before taking your pension.

A death grant is approximately three times your pensionable pay. If we make a payment we use 'assumed pensionable pay', where pay is based on an average of your CARE pensionable pay from the three months before death. Your employer would provide that figure.

If you die whilst an active member **and** also have deferred benefits, a pension in payment and/or a suspended tier 3 ill health pension, the amount of grant we can pay would be the greater of **EITHER** a) the total of all death in service lump sums **OR** b) the aggregate of all death grants from the deferred, pension in payment or suspended tier 3 ill health pension records.

There is more information about protection for your family on

<https://www.oxfordshire.gov.uk/business/oxfordshire-pension-fund/pension-scheme-members/active-members/i-have-just-joined-lgps/what-happens-when-you-join> or you can look at <https://www.lgpsmember.org/help-and-support/frequently-asked-questions/?faq-type=after-you-die>

Section 3 – Your nomination details for the death grant

This section shows who you have nominated to receive any death grant that may be payable following your death. If this section is blank, we have no record of your nomination. To make a nomination or update your existing nomination log into My Oxfordshire Pension, download a form at <https://www.oxfordshire.gov.uk/business/oxfordshire-pension-fund/pension-scheme-members/active-members/i-have-just-joined-lgps/where-find-pension-forms> or get in touch with Pension Services to request a form.

You can nominate whoever you wish to receive your death grant. Please note, your nomination is an expression of your wishes; the Pension Fund will take your wishes into account, but the payment is made at the Fund's discretion.

Section 4 – Career Average Revalued Earnings (CARE) pension benefits as at 31 March 2024 - (payable from your normal pension date)

These are estimated values as at 31 March 2024 as if you could leave and take unreduced benefits at that date.

The statement also shows your normal pension date, which is when an unreduced pension would currently be payable.

CARE pensionable pay is the total amount of your actual pay, including payment for overtime and additional hours worked during the scheme year 2023/2024. The same definition for pensionable pay applies in the Main and 50/50 Sections of the scheme.

Have you been on reduced pay? CARE pensionable pay would also include any Assumed Pensionable Pay (APP) notified by your employer during periods when your pay was reduced because of sickness / injury, child-related leave (i.e. ordinary maternity, paternity or adoption leave or paid shared parental leave and any paid

additional maternity or adoption leave) or reserve forces service leave. During these periods, your employer works out APP as an average of your pensionable pay received during the 3 complete months (or 12-week period if weekly paid) before your pay reduced. This protects the value of your CARE pension during those periods of reduced pay.

CARE pensionable pay for year ending 31 March 2024 in Main Section: This shows your actual pay for the scheme year when you were in the Main Section of the Scheme.

CARE pensionable pay for year ending 31 March 2024 in 50/50 Section: This shows your actual pay for the scheme year when you were in the 50/50 Section of the Scheme.

If you have been in both Sections during the year your pensionable pay is apportioned to reflect the time you have been in each section.

Important Note: Your employer supplies the information about your pensionable pay. Each year your CARE pension is based on your pensionable pay. If you have a question about your CARE pensionable pay or think it is incorrect, you should act soon to resolve the query. Your employer may not have the details of your pay after 6 years.

Amount of pension built up in the scheme year to 31 March 2024: The separate amounts are calculated as follows then combined to give the total this year:

Main section build up: CARE pensionable pay received whilst contributing to the Main Section during this year $\div 49 =$ pension value

50/50 section build up: CARE pensionable pay received whilst contributing to the 50/50 Section during this year $\div 98 =$ pension value

Additional Pension bought: Any extra pension purchased this scheme year using either a shared cost arrangement or through your own additional pension contributions.

Transfers in: Additional CARE pension if you have transferred previous pension rights into the scheme

Total this year: The sum of the previous four boxes, which becomes 'In year build up' in the next section.

Total CARE pension to 31 March 2024

Closing balance on 31 March 2023: This brings forward the account value from the previous years

Revaluation adjustment on 1 April 2023: The total CARE Pension was revalued or adjusted on 1 April 2023 and will be reviewed every April afterwards. It is currently reviewed in line with the Consumer Price Index. This statement reflects the 2023 increase of 10.1%. (The revaluation on 6 April 2024 increases benefits by 6.7%. The 2024 adjustment to your benefits is **not shown** on this statement - it will appear on your 2025 statement.)

In Year build up: Pension built up this scheme year - see section above to see how this figure is calculated

Total CARE Pension at 31 March 2024: The total of Closing Balance at 31 March 2024 PLUS Revaluation Adjustment PLUS In Year build up.

Section 5 – Final salary benefits at 31 March 2024 based on membership and final salary pay

These are estimated values at the end of the scheme year as if you could leave and take unreduced benefits at that date.

Final Salary Pay: For a member of the LGPS in the scheme before 1 April 2014, the Final Salary Pay is your 'whole time equivalent pay' for the year to 31 March 2024 based on the definitions of pensionable pay under the Final Salary Scheme regulations (i.e. all payments in respect of your job as if you worked full time, excluding non-contractual overtime, travel, payments for loss of holidays and ignoring any reduction in pay due to sickness / injury, child-related leave or reserve forces service leave) and any other exclusions listed in the 2008 regulations.

If you work part time, term time or on a casual basis your Final Salary Pay should be what your pay would have been if you had worked full time. It will be different to the pensionable pay used in the CARE benefit section. Your employer provides the figures we use in this statement.

Your Final Salary membership after 31 March 2014 will not have increased since last year's statement as you are no longer building up Final Salary benefits (unless you have a continuing contract to buy additional membership). Your Final Salary Pay may have changed since your last statement as it is calculated based on your earnings in the current year.

If you joined the LGPS on or after 1 April 2014, Section 5 on your statement will be blank.

Standard final salary benefits

We calculate the final salary element of your pension benefit as follows:

- In the scheme until 31 March 2008 = $1/80$ of **Final Salary Pay** for each year of membership in this period for pension, and $3/80$ th of Final Salary Pay for each year of membership for the automatic lump sum
- In the scheme between 1 April 2008 to 31 March 2014 = $1/60$ th of **Final Salary Pay** for each year of membership in this period.

Any break in your membership before 31 March 2014 will **NOT** count towards the calculation of your Final Salary benefits. If you are contributing to an Additional Regular Contribution (ARC) or Added Years contract, the proportionate amount of additional pension purchased by 31 March 2024 is included in the Final Salary benefits.

Section 5 is also the basis for the projected pension values we show you in Section 6, increased where appropriate for the later normal pension age.

Section 6 – Projections to your normal pension age (NPA)

Section 6 gives you two estimated projections 1) a standard benefit at normal pension age (NPA), and 2) as if you selected the maximum lump sum option.

Your normal pension age shown in this section is linked to your State Pension Age which may change in the future. Find out your current State Pension Age at www.gov.uk/state-pension-age. These figures assume that you will continue in your current job and Section of the scheme until your NPA.

Projected Career Average Pension is based on the section of the scheme you were contributing to on 31 March 2024, using the CARE Pensionable Pay for this scheme year. The projected CARE benefits include any contracts for buying additional pension but exclude any deductions due to 'Scheme Pays' or a 'Pension Sharing Order'.

Projected Final Salary Pension Normal Pension Age for Final salary benefits is age 65, so increases for a late payment will be included if your NPA is after age 65.

The projected figures do not build in any future assumptions such as: salary increases or reductions, HM Treasury Revaluation Orders for future benefit accrual under the CARE or changes to your whole-time equivalent rates of pay or pension increase reviews for the pre-2014 Final Salary scheme.

If you have a Pension Sharing Order or a Scheme Pays debit on your pension, the debit has been deducted from the figures in this section. Please note: this the first time that this deduction has been incorporated in your benefit statement, so the figures may look different when compared to previous years.

You can leave your job and take a reduced pension from age 55. This statement does not reflect any early payment reductions. **Remember if you leave and request an early voluntary, reduced payment you must give Pension Services at least three months' notice in advance of your retirement. This is a regulatory requirement.**

Please note, the government has announced the earliest age that you can take your pension will increase from age 55 to 57 from 6 April 2028.

What the statement does not show

Early voluntary retirement

When you leave and ask for payment of your pension before your normal pension age the pension will be reduced. This statement does not show the reductions but there are more details on this page <https://www.lgpsmember.org/your-pension/planning/taking-your-pension/>. Log on to our secure site My Oxfordshire Pension <https://oxfordshire.pensiondetails.co.uk/> to run personalised pension estimates.

Certificates of protected pay

This statement can only pick up pay from this scheme year and cannot use any earlier periods relevant for the pre 2014 final salary benefits.

Membership breakdown

If the value given in section 5 varies from the statement last year or later transfer documentation, please contact Pension Services.

Build-up in your Pension Account

This statement does not show earlier, separate years building up in your pension account. Their accumulated value is given as the closing balance at 31 March 2023. Contact Pension Services if there are differences between the values shown on these statements.

'Underpin'

We apply this additional check to all members who fell within the protected pension group after the move to the new 2014 scheme, when they retire. We cannot check if your benefits are protected by the underpin until you retire.

Age Discrimination in the LGPS ('the McCloud remedy')

When public service pension schemes changed from final salary schemes to career average schemes in 2014 and 2015, older members were protected from the changes. In 2018, the Courts found that younger members had been discriminated against because the protections did not apply to them.

The LGPS rules changed from 1 October 2023 to remove this age discrimination. These changes are called the McCloud remedy. Not all LGPS members are affected by the changes. You can find more information on the national LGPS website, including a short video. Please visit www.lgpsmember.org/mccloud-remedy/

If you are affected, you do not need to write into the pension fund or make any decisions. If you are contacted by a third party organisation selling a service to help you claim additional pension, you should not engage with them.

As a member of the LGPS, you do not need to take any action to claim your protection under the McCloud remedy. If you qualify, the pension fund will automatically apply the protection when you take your LGPS pension.

Tax and your pension

Pension savings statement

Oxfordshire Pension Fund must send you a statement before 6 October if your pension savings in this fund, during the period 1 April to 31 March are greater than the annual allowance set by HMRC. It is your responsibility to declare pension savings which breach or exceed the HMRC limits.

If you need a statement to show your LGPS savings in this year, because combined with other pension arrangements, you may be approaching or exceeding the allowance, please get in touch with Pension Services.

If you want to make a Scheme Pays election for Annual Allowance charges for 2023/2024 declared in your tax return, we need to receive this election by 31 July 2025.

If you want to make a Voluntary Scheme Pays election, the deadline is different. Please refer to your pension saving statement.

There is a short video and more information about Annual Allowance on the members' national website <https://www.lgpsmember.org/your-pension/the-essentials/tax/#the-annual-allowance>

Lifetime Allowance

The lifetime allowance was abolished on 6 April 2024. It has been replaced by:

- The Lump Sum Allowance (LSA) which limits the amount of tax-free cash an individual can take to £268,275; and
- The Lump Sum and Death Benefit Allowance (LSDBA) which limits the amount of tax-free cash that can be taken by an individual and paid in respect of them when they die. It is set at £1,073,100.

As with the lifetime allowance most members will not be impacted by the new lump sum limits.

You can find more information here <https://www.lgpsmember.org/your-pension/the-essentials/tax/>

What if I have had a reduction in pay due to long term illness?

Your pension should not be significantly reduced because you have had time off from work because of certified sickness. Your employer should advise us of your 'assumed pensionable pay' for the period when your CARE pay was reduced or stopped. We use that figure to keep up the value of your pension, even if the amount of contributions you are paying has reduced. Your employer pays all their contributions on this 'assumed' value even if you have no pay.

Your final salary pay must not be reduced during time away due to certified sickness.

You should contact your employer with questions about the 'pay' figures shown in the statement.

More information about survivor pensions

There is information about pensions for families and partners on the national member's website <https://www.lgpsmember.org/help-and-support/frequently-asked-questions/?faq-type=after-you-die> or you can run your own calculations by logging on to <https://oxfordshire.pensiondetails.co.uk/>. We always check eligibility before setting up a pension payment after your death.

General pensions information

Member self service

My Oxfordshire Pension is our secure online portal giving you access to your LGPS pension record, available at <https://oxfordshire.pensiondetails.co.uk/>. This is the only way we send information about your Oxfordshire pension, **unless** you write to us to request communications by post; otherwise we assume you will access your online record.

Newsletters

Keep up to date with LGPS pension news by reading our regular newsletters. These are published on My Oxfordshire Pension and on the fund website and posted to those who have chosen to receive communications by post. Visit <https://www.oxfordshire.gov.uk/business/oxfordshire-pension-fund/pension-scheme-members/pensions-news>

Disputes and right of appeal

For any questions about the pay used in this statement please contact your employer. For any questions about the calculations contact Pension Services.

If you are not satisfied with any decision made in relation to the scheme you have the right to appeal or complain about the decision. There is more information about how to complain on the website at <https://www.oxfordshire.gov.uk/business/oxfordshire-pension-fund/pension-scheme-members/pension-fund-policies-and-statements/admin-and-performance>

Your personal information

As the Administering Authority of the Oxfordshire Pension Fund we hold securely certain information about you ('personal data'), which we need to administer the Fund. The information is provided by yourself and your employer. If you believe the information that we hold is incorrect contact Pension Services. You will find the privacy notice on <http://www.oxfordshire.gov.uk/business/pensions/pension-fund/admin-and-performance>

You are welcome to contact Pension Services with any questions about how we use and/or share your information, find out more about your rights or to see what information we hold.

Contacting us by email

Email is becoming the preferred way for many members to contact our team. We are happy to receive queries by email. Please note that 10 working days is our turnaround time for responding. **Please do not chase for a response to your email until at least 10 working days have passed.**

When we reply and if that reply includes any personal information we will always use a secure system. Currently we use 'Egress Switch'. Please contact Pension Services if you have difficulty logging into this system.

Please let us know if you need this information in a different format.

Issued by

Oxfordshire Pension Fund, Pension Services, 4640 Kingsgate, Oxford Business Park South, Oxford OX4 2SU.

General enquiries:

by phone: 03300 241 359

by email: pension.services@oxfordshire.gov.uk

Please note, there is more information on our website www.oxfordshire.gov.uk/pensions or www.lgpsmember.org