



Dates for your diary:

- Employer HR event 25 November
- Valuation results event 13 January

Also in this issue:

- Dedicated employer email address
- Taking LGPS benefits before 75



HR issues and employer decisions

25 November 2019 - [book here](#)

Making and applying decisions are a fundamental part of the employer's role in the LGPS.

When those decisions involve staff members with ill-health issues which are affecting their ability to carry out their job, or affecting the likelihood of finding other employment, they become much harder.

As well as existing staff, you may be called upon to make decisions about former employees who have fallen on ill-health.

The LGPS regulations set out the basic criteria for a scheme member being able to access their pension early on the grounds of ill-health, but in reality, making the right decision is difficult.

Also, when you've made a decision, if it isn't what the member expected, you may find that an appeal against that decision lands on your desk.

Dealing with appeals fairly and properly can also be challenging, which very often relate to decisions made about ill-health cases.

Our next employer session will focus on taking steps to the right decision and look at the powers which employers' adjudicators have when considering an appeal.

Who should attend?

If you're involved in managing your employees who are absent because of health or injury issues, and/or involved in making recommendations and decisions that affect someone's pension benefits you'll find this event very useful.

If you are an employer adjudicator, or responsible for managing any appeals against decisions made, it's important that you come along if you can.

What will the session cover?

Ill-Health Retirement

What are the criteria? What evidence is needed? What is the role of the independent doctor?
How do we make a decision?

Appeals

What is the appeals process? What is the employer's role? What powers does an appeal adjudicator have?

Who will deliver the sessions?

The Pension Fund team will be joined by guest speakers, including Kay Riley (Assistant Director – Legal Services), Derbyshire County Council's adjudicator for LGPS appeals.

Event information

The training will be held in the **Gothic Warehouse**, looking out onto Cromford Canal and just over the road from the main **Cromford Mill complex**, part of the Derwent Mills world heritage site. Further information about how to get to there is here:

<https://www.cromfordmills.org.uk/finding-us>

There are 45 tickets available and a light lunch will be provided at the end of the session. Please let us know if you have any specific dietary requirements which we will need to cater for by emailing the team at pensions.bookings@derbyshire.gov.uk.

There are a number of low tariff pay and display car parks located around the site, including one adjacent to the Gothic Warehouse. Parking costs approximately £4 for four hours.

Timetable

09:30: Arrival and refreshments

10:00: Introduction and house keeping

10:10 Ill health retirement – criteria, procedures and decision making

11:10: Refreshments and comfort break

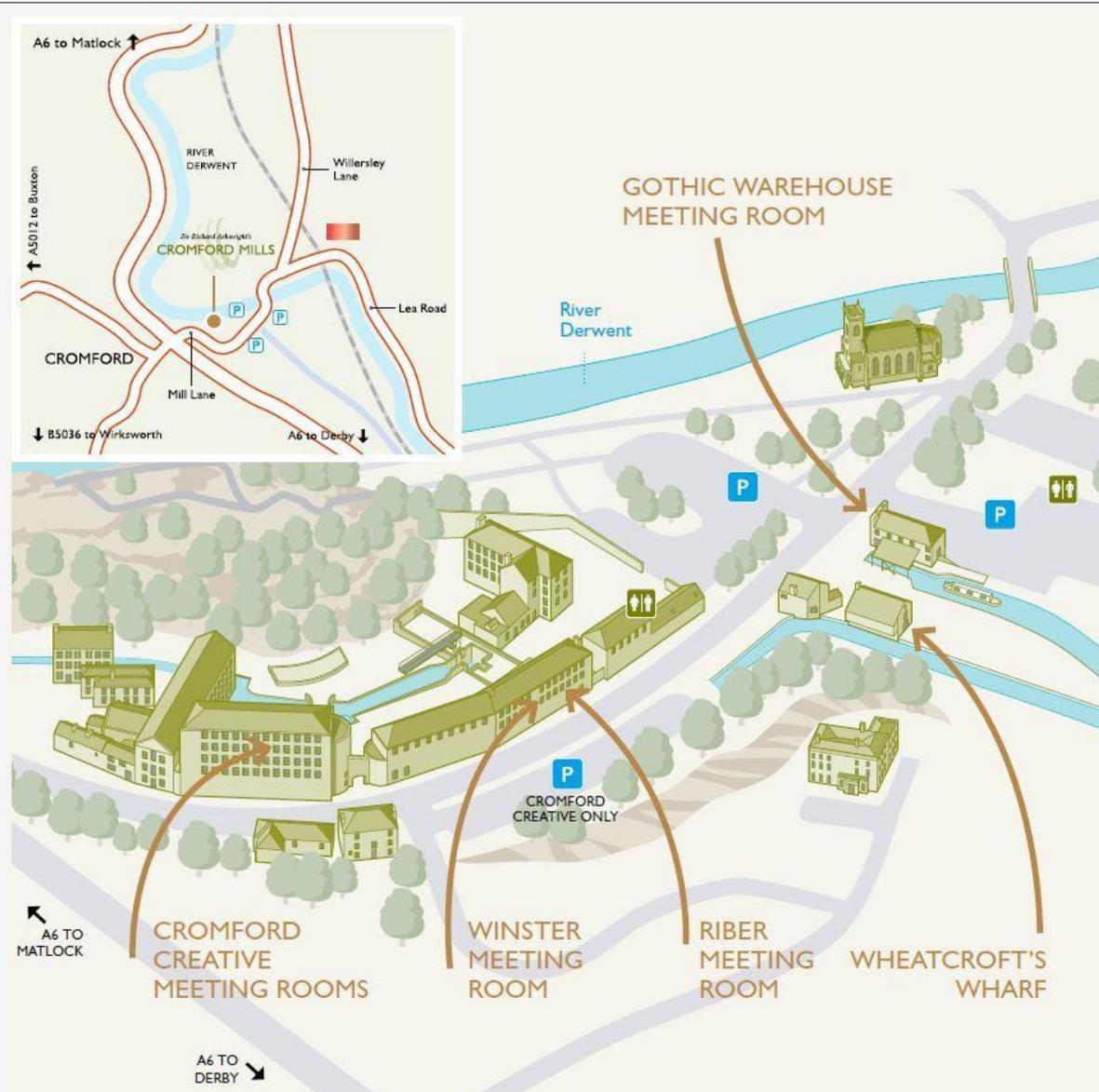
11:25: Appeals – Applications, reviewing decisions and the adjudicator's role

12:30: Open forum and summary

13:00: Lunch and close (an opportunity to network with fellow scheme employers)

Booking

Tickets are available now on [Eventbrite](#).



Employer valuation event

13 January 2020

We'll be hosting an Employer Valuation meeting on 13th January 2020 to which representatives of all participating Derbyshire Pension Fund employers will be invited. The meeting will be held at County Hall, Matlock.

The main focus of the meeting will be a presentation by the Fund's actuary, Hymans Robertson LLP, regarding the outcomes of the 2019 Fund valuation.

If your responsibility includes managing and monitoring your role as an LGPS employer please keep the date free.

We'll publish further details and open booking arrangements in the coming weeks.



Equal opportunities and accessibility

In pursuit of our equal opportunities policy, every effort is made to ensure proper access and facilities are available in our chosen venues, where possible.

If you have any specific requirements, for example, wheelchair access or hearing loop, please let us know by calling us on 01629 538862 or email pensions.bookings@derbyshire.gov.uk.

Dedicated employer email address

When submitting notification forms and other correspondence to us, you can now use the following email address:

DPF.Employers@derbyshire.gov.uk

This will enable us to action incoming emails from you more effectively, helping us to improve our administration of the LGPS for our members and employers.

Please update your address books accordingly.

Taking LGPS benefits before 75

Members of the scheme can stay in employment after reaching age 75, but they must stop contributing and be in receipt of the pension benefits before age 75.

It has recently been confirmed that scheme members must have left the LGPS by, at the very latest, the day before their 75th birthday to ensure that their pension benefits are in payment from their 75th birthday.

Until this clarification, members had been required to have left the scheme 2 days before their 75th birthday so payment of benefits was in place before they reached 75.

The [L1 and L1 guidance notes](#) have been updated to reflect this.

**If you have any queries about the information provided in this Newsletter,
or about the LGPS in general, please contact us at:**

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Tel: 01629 538862

Email: pensions.regs@derbyshire.gov.uk

Website: www.derbyshirepensionfund.org.uk

