

McCloud data collection exercise Q&As for employers

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1) Why is the McCloud data collection exercise necessary?

The Government has confirmed that changes will be made to all the main public service pension schemes, including the LGPS, to remove the unlawful age discrimination identified in the McCloud ruling.

In the LGPS, the Government is proposing to provide eligible younger members with a protection equal to the protection provided to older members when the Scheme was changed in 2014 (2015 Scotland and Northern Ireland). To do this, your administering authority needs to collect extra data (hours worked and service breaks) for all members. This data is needed from the date the LGPS changed in April 2014 (or 2015 Scotland and Northern Ireland) up to 31 March 2022 (or earlier if the member left active membership of the scheme or reached their 2008 Scheme NPA before that date).

2) Do I have to provide the data?

The data is needed to comply with legislative changes that will be made to the LGPS to remove unlawful age discrimination. We understand that some employers have continued to supply this information since the Scheme changed in 2014 (2015 in Scotland and Northern Ireland). Your administering authority will let you know what data they need. You are legally required to provide administering authorities with the information they need to calculate members' benefits.

3) How should I submit the data?

A McCloud data collection template to collate the data relating to your employees will be provided along with instructions on how to collate and submit the data.

4) Do I have to submit the data for employees who have left?

Yes, the notes that will accompany the McCloud data collection template specify that the data should be submitted for members of the LGPS from April 2014 onwards (2015 Scotland and Northern Ireland), regardless of whether they are still in employment.

5) Is there a deadline for submitting the data?

Yes, the deadline will be provided along with the data collection template.

6) Might I be charged if I don't provide the requested data on time and this results in additional costs to the administering authority?

In the event of the required data not being supplied, the administering authority would prefer to work with employers towards a suitable resolution. If this is not possible, it may seek to recover any additional costs arising because of the data not being provided.

7) Can I recharge the cost of providing the data?

No, you are legally required to provide administering authorities with the data needed to calculate pension benefits.

8) What happens if I cannot supply the data?

You are legally required to provide administering authorities with the data needed to calculate pension benefits. If you are experiencing difficulties with this, please contact us as soon as possible. You should be aware that failure to provide the data may increase your liabilities in the Scheme and therefore could lead to an increase in your employer contribution rate at the next valuation.