



Powys

CRONFA BENSIWN
POWYS
PENSION FUND

Data Improvement Plan

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1. Introduction

- 1.1 In 2015, the Pensions Regulator (TPR) assumed responsibility for Public Sector Pension Schemes. Prior to this, in June 2010, TPR issued guidance on the approach that they consider to be good practice for measuring the presence of member data. Specific targets were set for inclusion in the 2018 TPR report for data that TPR deemed as 'common'.
- 1.2 In March 2018 Powys Pension Fund commissioned a complete a review of the administration system's common pension data in line with the guidance notes set down by TPR. This was followed up with a repeat exercise in 2019 and 2020.
- 1.3 The Fund has carried out data cleansing exercises and checks periodically in the past as part of year-end exercises and triennial valuations. These exercises checked data provided by employers and data held on scheme member records.
- 1.4 As part of continuing efforts to improve the quality of its data, Powys Pension Fund has started moving towards the monthly reconciliation of data from employers, with over 90% of active scheme member data now collect on a monthly basis direct from Employer payroll systems via the i-Connect facility.

2. Benchmark and Aims

- 2.1 TPR have set targets of 100% accuracy for data created after June 2010 and 95% accuracy for data created beforehand. To provide focus on the key areas of common data to be addressed, each data category is measured against a benchmark of 95%.
- 2.2 This data improvement plan aims to address the data issues that are identified during the data review exercises. It will set out the steps that the Fund will take to tackle the issues and improve the quality of the data that it holds in a continuous basis, with a view to achieving the highest quality of data possible.

3. Objectives and Measures

- 1) **To ensure accuracy in the quality of data held on scheme member records in order to facilitate accurate and timely payment of pension benefits.**

This will be achieved and measured through continuous reviews of data quality testing and measured through audit testing and checking against published service standards.

2) To improve compliance with The Pensions Regulators (TPR) Code of Practice 14.

This will be achieved and measured by a continuous improvement of scores in the TPR Compliance Monitoring Document.

3) To decrease the number of 'gone away' addresses held for Scheme Members

This will be achieved by undertaking periodic member tracing exercises.

4) To ensure high quality data for valuation purposes and, therefore, increasing accuracy in valuation results with consideration given towards setting accurate employer contribution rates through accurate assessment of Fund assets and liabilities.

This will be achieved through pre-valuation data cleansing exercises carried out with the Pension Fund Actuary and ongoing data quality testing via the iConnect system.

4. Scope and Prioritising

The data quality reviews already undertaken, checked the data on the administration system against the two types of data categories that TPR require:

- Common Data
- Scheme Specific Data

The Common Data items are specific in the Pensions Regulators guidance and pension scheme data must be measured against:

Common Data item	Membership type tested
NI number	All members
Name	All members
Sex and Date of Birth	All members
Date Commenced and NRD	All members
Status	All members
Status and invalid data view	All members
Address	All members
Status and valid data view	All members

The data items tested for both Common and Scheme Specific Data are as follows:

Common Data item	Membership type tested
NI number	All members
Name	All members
Sex and Date of Birth	All members
Date Commenced and NRD	All members
Status	All members
Status and invalid data view	All members
Address	All members
Status and valid data view	All members

Scheme Specific data category	Scheme Specific Data item	Membership type tested
Member Benefits Data	Divorce Details	Status 1, 2, 4, 5 & T
	Transfer In Details 1	Status 1, 2, 4, 5 & T
	Transfer In Details 2	Status 1, 2, 4, 5 & T
	AVC Details	Status 1, 2, 4, 5 & T
	Total Original Deferred Benefit	Status 4
	Tranches Of Original Deferred Benefit	Status 4
	Total Gross Pension	Status 5 & T
	Tranches Of Pension	Status 5 & T
	Total Gross Dependant Pension	Status 6
	Tranches of Dependant	Status 6
Other Member Data	Date Of Leaving	Status 1, 2, 4, 5, 9 & T
	Date Joined Scheme	Status 1, 2, 4, 5, 9 & T
	Employer Details	Status 1, 2, 4, 5, 9 & T
	Salary (Final Salary members)	Status 1, 2, 4, 5, 9 & T
	Contributions	Status 1, 2, 4, 5, 9 & T
	Leavers	Status 4, 5, 9 & T
	Service	Status 1, 2, 4, 5, 9 & T
CARE Benefits	Care Data	Status 1, 2, 4, 5, 9 & T
	CARE Revaluation	N/A
HMRC	BCE* 2	Status 5 & T
	BCE* 5	Status 4 & T
	BCE* 6	Status 5 & T
	BCE* 7	Status 7
	BCE* 8	Status 3
	LTA* Charge Paid	Status 5 & T
	AA* Charge	Status 1
Contracted Out	Date Contracted Out	Status 1, 2, 4, 5 & T
	NI Contributions / Earnings History	Status 1, 2, 4, 5 & T
	Pre 88 GMP	Status 4, 5, & T
	Post 88 GMP	Status 4, 5, & T

*BCE = Benefit Crystallisation Event

Status Key:

- 1 Active
- 2 Undecided Leaver
- 3 Leaver
- 4 Deferred
- 5 Pensioner
- 6 Dependant Pensioner
- 7 Death
- 8 Awaiting Entry
- 9 Frozen Refund

- T Third Tier Ceased pension

5. Data Correction Plan

Focus on data which has the greatest impact on member benefits will be prioritised, to ensure that correct benefits are being paid to scheme members.

Data cleansing for these records has already commenced as part of the Guaranteed Minimum Pension (GMP) Reconciliation project, but work is ongoing using the data cleansing results as a tool to focus on any problem areas.

Breakdown of activities for improvement - Common data

Data Category	Milestone	Priority	How
NI Number	Obtain correct NI numbers for the members with temporary numbers or those in the incorrect format	Low	Team to investigate
NI Number	Investigate as a priority the cases with blank NI numbers	High	Team to investigate
Name	Obtain Forenames and Initials of 3 members identified	Low	Team to investigate
Sex and Date of Birth	Obtain sex and DOB of 3 members identified	Low	Team to investigate
Date commenced and NRD	<ul style="list-style-type: none">• Investigate the cases with a blank date joined fund as this could affect benefits• Correct the date joined fund for the member affected	High	Team to investigate
Status	No issues found	n/a	n/a

Status and invalid data view	Invalid data should be removed where necessary or the member status corrected where appropriate. These cases should be treated as a high priority as the presence of the data may affect benefits	High	Team to investigate
Address	Current addresses should be sought and uploaded for the members that failed this category	Medium	Member tracing service to be procured
Status and valid data view	Although small in number, two members with missing data views that hold their entitlement should be investigated as a high priority and either their status corrected or the correct data recorded	High	Team to investigate

Breakdown of activities for improvement -Scheme specific data

Data Category	Recommendation	Suggested Priority	How
Member Benefits	Investigate incomplete Transfer In and AVC data with the very highest priority as benefits may be incorrect	Very high	Team to investigate
	Correct deferred benefit cases prior to running deferred annual benefit statements	High	Team to investigate
	Investigate defects in pension benefits	Very high	Team to investigate
	Investigate the Pension Dependant Pension cases with small pensions	High	Team to investigate
	Investigate cases with an incorrect Pensions Increase Date	Very high	Team to investigate
Other Member Data	Investigate the 12 cases with an unexplained date of leaving present	Low	Team to investigate

	Investigate the member with incorrect Employer Details	Low	Team to investigate
	Investigate final salary pay issues prior to running annual benefit statements	High	Team to investigate
	Investigate cases with missing contributions prior to running annual benefit statements	High	Team to investigate
	Investigate 9 cases where date of leaving is blank or incorrect	High	Team to investigate
	Investigate 21 cases potentially missing service history	Very high	Team to investigate
	Data for 2016/17 year should be requested where missing	Very high	Team to investigate
CARE Data	Investigate all data issues in this category by status prior to issuing annual benefit statements for that status. Pensioners should be investigated as soon as possible to ensure correct benefits are in payment	High	Team to investigate
	CARE data should be requested where missing	Very high	Team to investigate
HMRC	Investigate the cases highlighted with incorrect BCE data	Low	Team to investigate
	Investigate the cases with missing death grant data	Low	Team to investigate
	Investigate the cases with missing Annual Allowance data, particularly the scheme pays cases. This should be dealt with as soon as possible	High	Team to investigate
Contracting Out	Review and update GMP values in conjunction with the GMP Reconciliation process	Medium	Team to investigate

	Obtain and upload GMP figures for the members with missing data as a high priority	High	Team to investigate
	Investigate cases with incorrect date of contacting out and NI contributions	Medium	Team to investigate

6 Contacts

Any questions, queries or observations on this Statement; or, on matters relating to the investment of the Powys Pension Fund; or, on the governance of the Pension Fund, should be addressed to:

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