

Agenda 15c)

D+L
03/04/25

Milly Southworth

From: Daniel Pattingale <Daniel.Pattingale@cornwall.gov.uk>
Sent: 27 March 2025 09:19
To: Cornwall Pension Fund
Cc: Zoe Johnston
Subject: March 2025 | Employer Newsletter

Information Classification: PUBLIC

Employer Newsletter
March 2025



REMINDER | 2025/26 Employee contribution bands

Below are the new employee contribution bands, which will be effective **from 1st April 2025**. They are calculated by increasing the 2024/25 employee contribution bands by the September 2024 Consumer Prices Index (CPI) figure of 1.7% and then rounding down the result to the nearest £100:

Contribution bandings 2025/26		
Actual Pensionable Pay	Main Section	50/50 Section
Up to £17,800	5.50%	2.75%
£17,801 to £28,000	5.80%	2.90%
£28,001 to £45,600	6.50%	3.25%
£45,601 to £57,700	6.80%	3.40%
£57,701 to £81,000	8.50%	4.25%
£81,001 to £114,800	9.90%	4.95%
£114,801 to £135,300	10.50%	5.25%
£135,301 to £203,000	11.40%	5.70%
£203,001 or more	12.50%	6.25%

Please ensure that you apply the above employee contributions bandings from **1st April 2025** and inform your payroll provider accordingly.

Employer meetings

Thank you to everyone who attended our recent employer meetings, if you couldn't make it but would like a copy of the slides, please contact Daniel Pattingale on Daniel.pattingale@cornwall.gov.uk.

Our next employer meetings are planned for September 2025, we will provide updates on the dates and times as we get closer to the time.

As discussed during the employer meetings, we are preparing a guide to assist you with your monthly i-Connect submissions, this could be especially useful with year-end approaching. Once the guide is ready, it will be available on our website in the employers' section.

If you would like to receive the guide as soon as it becomes available, please contact Daniel Pattingale to be included in the distribution list.

Pension Dashboard Programme update

Later this year, LGPS funds will meet their connection deadline of the 31 October 2025 and will begin providing data to Pension Dashboards. The Cornwall Pension Fund is currently working on this project, and we are on track to meet this deadline. The data will not be immediately available for members to view, as the Pension Dashboard system will still undergo rounds of testing next year. We anticipate that access for the wider public will be available in 2026/27.

If you would like to know more about the Pension Dashboard, please visit: <https://www.pensionsdashboardsprogramme.org.uk/>

Opt-out process

When a member chooses to opt out of the scheme, they must notify the pension fund using the opt-out form available on our website. This form is mandatory for the opt-out to be authorised, even if the member has informed their employer.

The opt-out form cannot be completed before the member has started their employment or before they are re-enrolled into the scheme. Active participation in the scheme is required to opt out.

If members require assistance with the opt-out process, they can contact our member support team at pensions@cornwall.gov.uk.

When we receive an opt-out form we will liaise with yourselves and ask that you make the necessary changes on the next available pay-run. Please do not action an opt-out which has come direct from the member without notifying the fund first.

Employers must be aware they cannot encourage members to opt out of the scheme, as pension regulations include safeguards to protect members. Additionally, employers are not allowed to provide opt-out forms to employees, as this could be seen as an inducement to leave the scheme. Members must obtain the form directly from us or by completing it online via our website.

The Neonatal Care Leave and Pay (Consequential Amendments to Subordinate Legislation) Regulations 2025

On 24 February 2025, the Department for Business and Trade laid the Neonatal Care Leave and Pay (Consequential Amendments to Subordinate Legislation) Regulations 2025.

The regulations come into force on 6 April 2025 and make changes related to neonatal care leave (NCL) and pay. This is a new statutory entitlement for employed parents whose child receives neonatal care starting within 28 days of birth and goes on to spend seven or more continuous days in care. Eligible parents will be entitled to up to 12 weeks of NCL in addition to existing entitlement such as maternity, adoption and paternity leave. The leave must be taken within 68 weeks of the baby's birth. The entitlement applies to children born after 5 April 2025.

The regulations amend regulations 15(4)(b), 16(17)(a) and the definition of 'child-related leave' in schedule 1 of the LGPS (England and Wales) Regulations 2013, treating neonatal care leave similarly to most other types of child-related leave. Members on paid neonatal care leave are treated as receiving assumed pensionable pay. Members on unpaid neonatal care leave can choose to buy back the lost pension through a shared-cost additional pension contract.

Follow us on LinkedIn

Follow us on LinkedIn for updates and industry insights! Using the link below and Clicking 'Follow' you will stay informed and connected.

[LinkedIn | Cornwall Pension Fund](#)

Contact:



Cornwall Pension Fund, County Hall, Truro TR1 3AY



01872 324 234



www.cornwallpensionfund.org.uk



pensions@cornwall.gov.uk

This e-mail and attachments are intended for above named only and may be confidential. If they have come to you in error you must take no action based on them, nor must you copy or show them to anyone; please e-

mail us immediately at enquiries@cornwall.gov.uk. Please note that this e-mail may be subject to recording and/or monitoring in accordance with the relevant legislation and may need to be disclosed under the Freedom of Information Act 2000 or the Environmental Information Regulations 2004. Security Warning: It is the responsibility of the recipient to ensure that this e-mail and any attachments are virus free. The Authority will not accept liability for any damage caused by a virus.