

## **Q & A : EPN 380**

**Q.** When should the Disclosure Exercise begin?

**A.** You should send the Annex A to your Pension Service Centre (PSC) as soon as possible after 31 March 2014. Please note that your PSC cannot start the calculations until after 31 March. They may have to deal with a number of employers and as a result they cannot guarantee the information will be returned within a specific timescale. You must complete Annex 13A accurately to help your PSC complete the calculations as quickly as possible. If you have any doubts on how to complete the Annex 13A contact your PSC immediately for advice.

**Q.** Who is covered by the disclosure arrangements?

**A.** Senior management (i.e. Board members) who are reported in your departmental remuneration report.

**Q.** Is there anything new this year?

**A.** Yes. This year, for the first time, the Remuneration Report must include a Single Total Figure of Remuneration. This is simply a different way of presenting the remuneration for each individual for the year, and employers do not need to identify any new figures (but will need to dig out some information from last year to enable MyCSP to calculate comparative figures for 2012-13). The amount of pension benefits for the year which contributes to the single total figure is calculated in a new way, similar to the method used to derive pension values for tax purposes.

**Q.** Do you need permission to disclose information?

**A.** No, but you should show the individual what you plan to disclose. If a member wishes to refuse disclosure they must do so under section 10 of the Data Protection Act 1998 (see paragraph 5.2.26 of the Government Financial Reporting Manual (FRM)). You should take legal advice where an individual refuses permission.

**Q.** Should we disclose information in compromise agreements?

**A.** Where you have a compromise agreement with an individual, which contains a confidentiality clause, disclosure may still be required. You should always seek your own legal advice wherever a confidentiality clause in a compromise

agreement exists or is under consideration.

- Q.** A member is subject to a pension debit, do we disclose the pension figures before the debit has been applied or do we use the post debit figures?
- A.** If the pension share took effect after the financial year being reported, you disclose the full pension figure before the debit is applied. If it has taken place during the financial year being reported you would need to get the member's approval to disclose the figure as the accounts would need to refer to the reason for the change.
- Q.** A Board member was overpaid an allowance which resulted in his gross salary figure being higher than it should have been. The guidance notes for the Remuneration report state that we should show gross salary received. However this would show an incorrect and inflated figure which may be open to question.
- A.** You should report the actual salary paid and then mention in a footnote that an overpayment has occurred and the amount which is to be recovered.
- Q.** What do we do if a member has taken partial retirement?
- A.** Information on how to deal with partial retirement is laid out in the EPN.
- Q.** We have a **classic** member over the age of 60. Why is the real increase in the CETV less at the age of 62 than a year ago?
- A.** The member factors assume that the pension will be drawn at pension age – i.e. 60 for classic, classic plus and premium. Each birthday there is a step change in the factors which increase up to the age of 60. From the age of 61 the factors decrease.