

## Employer performance 2017/18

The tables below show the performance of employers against the service standards for notification of deaths and retirements for the second half of 2017/18.

### Notification of deaths in service – Quarter 3 and Quarter 4

#### Summary of death notifications processed for period 01 October 2017 to 31 December 2017

	0-5 days	6-10 days	11-15 days	16-20 days	21-30 days	31-40 days	41-50 days	51-60 days	+60 days	Total
<b>Employer</b>										
Hampshire County Council	0	0	1	0	0	0	0	0	0	1
Basingstoke and Deane Borough Council	0	1	0	0	0	0	0	0	0	1
New Forest District Council	0	1	0	0	0	0	0	0	0	1
Portsmouth City Council	0	1	0	0	0	0	0	0	0	1
Peter Symonds College	1	0	0	0	0	0	0	0	0	1
Hampshire Constabulary (LGPS)	1	0	0	0	0	0	0	0	0	1
	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>

#### Summary of death notifications processed for period 1 January to 31 March 2018

	0-5 days	6-10 days	11-15 days	16-20 days	21-30 days	31-40 days	41-50 days	51-60 days	+60 days	Total
<b>Employer</b>										
Hampshire County Council	2	0	0	0	0	0	0	0	0	2
Southampton Solent University	1	0	0	0	0	0	0	0	0	1
Southampton Schools (Capita)	0	0	0	0	1	0	0	0	0	1
	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

## Quarter 3 Retirements

Days - / + retirement date	Retirement Age Ranges												Total Total
	<-40	-40 to -21	-20 to -11	-10 to -6	-5 to -1	0 to 5	6 to 10	11 to 20	21 to 40	41 to 60	61 to 90	+90	
<b>Hampshire County Council</b>	0	4	9	12	11	14	8	16	6	1	1	1	83
	0%	5%	11%	14%	13%	17%	10%	19%	7%	1%	1%	1%	100%
		5%			39%			46%				11%	
<b>Eastleigh Borough Council</b>	0	0	0	0	1	0	0	2	2	0	0	0	5
	0%	0%	0%	0%	20%	0%	0%	40%	40%	0%	0%	0%	100%
		0%			20%			40%				40%	
<b>Portsmouth City Council</b>	0	12	5	0	0	2	1	1	0	1	0	0	22
	0%	55%	23%	0%	0%	9%	5%	5%	0%	5%	0%	0%	100%
		55%			23%			18%				5%	
<b>Age Concern Hampshire</b>	0	0	0	0	0	0	0	0	1	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%
		0%			0%			0%				100%	
<b>Southampton Solent University</b>	0	0	0	1	0	0	1	0	1	0	0	0	3
	0%	0%	0%	33%	0%	0%	33%	0%	33%	0%	0%	0%	100%
		0%			33%			33%				33%	
<b>Basingstoke College of Technology</b>	0	0	0	0	0	0	0	1	1	0	0	0	2
	0%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	100%
		0%			0%			50%				50%	
<b>Portsmouth College</b>	0	0	0	0	0	0	0	0	1	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%
		0%			0%			0%				100%	

Applemore College	0	0	0	0	0	0	0	0	1	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%
		0%			0%			0%				100%	
Hampshire Constabulary (LGPS)	0	3	3	3	1	1	1	1	0	0	1	0	14
	0%	21%	21%	21%	7%	7%	7%	7%	0%	0%	7%	0%	100%
		21%			50%			21%				7%	
Hounslow School	0	0	0	0	0	0	0	0	0	0	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%
		0%			0%			0%				100%	
Thornhill Primary School	0	0	0	0	0	0	0	0	0	1	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%
		0%			0%			0%				100%	
Winton Academy	0	0	0	0	0	0	0	0	0	1	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%
		0%			0%			0%				100%	
Fairisle Infant and Nursery School	0	0	0	0	0	0	0	0	0	1	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%
		0%			0%			0%				100%	
Sinclair Primary and Nursery School	0	0	0	0	0	0	0	0	1	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%
		0%			0%			0%				100%	
St Monica Primary	0	0	0	0	0	0	0	0	1	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%
		0%			0%			0%				100%	

## Quarter 4 Retirements

Days - / + retirement date	Total												
	<-40	-40 to -21	-20 to -11	-10 to -6	-5 to -1	0 to 5	6 to 10	11 to 20	21 to 40	41 to 60	61 to 90	+90	Total
<b>Hampshire County Council</b>	3	16	16	3	6	3	7	4	7	1	0	1	67
	4%	24%	24%	4%	9%	4%	10%	6%	10%	1%	0%	1%	100%
		28%			37%			21%				13%	
<b>Winchester City Council</b>	0	1	1	0	0	0	1	0	0	1	0	0	4
	0%	25%	25%	0%	0%	0%	25%	0%	0%	25%	0%	0%	100%
		25%			25%			25%				25%	
<b>New Forest District Council</b>	0	0	2	0	3	0	0	1	2	1	0	0	9
	0%	0%	22%	0%	33%	0%	0%	11%	22%	11%	0%	0%	100%
		0%			56%			11%				33%	
<b>Eastleigh Borough Council</b>	0	0	0	1	0	1	3	2	1	0	0	0	8
	0%	0%	0%	13%	0%	13%	38%	25%	13%	0%	0%	0%	100%
		0%			13%			75%				13%	
<b>Portsmouth City Council</b>	0	14	2	0	0	0	3	2	0	1	0	0	22
	0%	64%	9%	0%	0%	0%	14%	9%	0%	5%	0%	0%	100%
		64%			9%			23%				5%	
<b>Southampton Solent University</b>	0	0	1	0	0	0	1	0	0	1	0	0	3
	0%	0%	33%	0%	0%	0%	33%	0%	0%	33%	0%	0%	100%
		0%			33%			33%				33%	
<b>Barton Peveril Sixth Form College</b>	0	0	0	0	0	0	0	0	0	0	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%
		0%			0%			0%				100%	

Alton College	0	0	0	0	0	0	0	0	0	0	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%
	0%				0%			0%				100%	
Capita Hart (ex Hart DC)	0	0	0	0	0	0	1	1	1	1	0	0	4
	0%	0%	0%	0%	0%	0%	25%	25%	25%	25%	0%	0%	100%
	0%				0%			50%				50%	
The Cowplain School	0	0	0	0	0	0	0	0	1	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%
	0%				0%			0%				100%	
St Anne's Catholic School & Sixth Form College (Academy)	0	0	0	0	0	0	0	0	1	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%
	0%				0%			0%				100%	
Capita Southampton Ltd	0	0	1	1	0	0	0	0	3	0	0	0	5
	0%	0%	20%	20%	0%	0%	0%	0%	60%	0%	0%	0%	100%
	0%				40%			0%				60%	
SCC Schools (Capita)	0	0	1	0	0	0	0	0	0	0	0	0	1
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
	0%				100%			0%				0%	

## Employer comments

### Employer responses – October 2017 to March 2018

Portsmouth City Council	08/05/2018	I always prioritise the critical leavers i.e. retirements/redundancies/ill health/death in service. To help us with the normal deferments we are offering overtime, and we are looking into customising and automating part of the leavers form process to speed it up.
St Anne's Catholic School	10/05/2018	Hampshire County Council run our payroll and the leaver form that we complete was sent to them in plenty of time. I followed up with an email to the pensions team on 19 December to say expect the pension leaver form from HCC payroll. The reason it was picked up was that the employee phoned me to say that she had not received her pension in January. I am not sure where the process fell down but from the schools point of view we did everything that we needed to do.
Hampshire County Council	16/05/2018	Hampshire County Council has improved it's performance over recent years and is working effectively with Hampshire Pensions Services to identify and resolve issues before they become problems, which is evident in our performance results throughout most of the year. We have reviewed the performance for the last quarter against the retirement notifications and 7 of the 9 rated as Red were due to managers incorrectly stating the leaver notifications as 'resignation' rather than 'retirement' which delayed the onward process. We will be issuing further guidance to managers highlighting the importance of selecting the correct leaver reason, but ultimately it does rely on managers across the organisation getting it right first time. A further single retirement notification was delayed as a result of confusion around multiple employments and the final late notification was at the request of the member themselves.

The Cowplain School	22/05/2018	<p>We had one late submission of information, which was a support staff retirement taking effect 31.12.17.</p> <p>I chased the leaver form on 16.01.18 and the leaver form was sent by our payroll provider on 29.10.18. This would appear to have not arrived as a chase-up email was sent. A new leaver form was prepared and sent on 09.02.18 for which our payroll provider received an acknowledgement.</p> <p>Our payroll provider have contacted yourselves to clarify the timescales for retirements and are now aware of the 20 days notification prior to retirement date. Going forward every effort will be made to achieve this deadline, however this is not always possible if the employee's retirement date is at the beginning of a month. I will now be sending an email to the pension team of our payroll provider when I notify payroll of a retirement so that they can arrange to send the form as soon as possible.</p>
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