

Employer performance 2017/18

The tables below show the performance of employers against the service standards for notification of deaths, retirements and deferred benefits in the first six months of 2017/18.

Notification of deaths in service – Quarter 1 and Quarter 2

Q1	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
Employer										
Hampshire County Council	1	1	0	1	0	0	0	0	0	3
Basingstoke and Deane Borough Council	1	0	0	0	0	0	0	0	0	1
Southampton City Council	0	0	1	0	0	0	0	0	0	1
Eastleigh Borough Council	1	0	0	0	0	0	0	0	0	1
Portsmouth University	0	0	0	0	1	0	0	0	0	1
Southampton Solent University	0	0	0	1	0	0	0	0	0	1
St Vincent College	0	0	1	0	0	0	0	0	0	1
										0
										0
	3	1	2	2	1	0	0	0	0	9

Q2	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
Employer										
Hampshire County Council	1	2	0	1	0	0	0	0	0	4
Basingstoke and Deane Borough Council	1	0	0	0	0	0	0	0	0	1
East Hampshire District Council	1	0	0	0	0	0	0	0	0	1
New Forest District Council	0	1	0	0	0	0	0	0	0	1
Southampton City Council	0	1	0	0	0	0	0	0	0	1
Arundel Court Primary (UCAT)	0	0	0	1	0	0	0	0	0	1
	3	4	0	2	0	0	0	0	0	9

Quarter 1 Retirements

Days - / + retirement date	<-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	
Age Concern Hampshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
		0%																								100%
Capita (SCC Schools)	0	0	1	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
	0%	0%	25%	0%	0%	0%	25%	0%	0%	25%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	
		0%																								25%
Edwards and Ward (Test Valley)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
		0%																								100%
Hampshire County Council	0	0	1	12	5	25	19	22	10	1	1	6	102													
	0%	0%	1%	12%	5%	25%	19%	22%	10%	1%	1%	6%														
		0%																								18%
Hampshire Constabulary (LGPS)	0	1	2	1	1	2	1	4	1	2	0	0														
	0%	7%	13%	7%	7%	13%	7%	27%	7%	13%	0%	0%														
		7%																								20%
New Forest District Council	2	2	7	0	0	1	0	0	1	0	0	0														
	15%	15%	54%	0%	0%	8%	0%	0%	8%	0%	0%	0%														
		31%																								8%
Portsmouth City Council	0	13	3	1	1	1	2	0	0	0	0	1														
	0%	59%	14%	5%	5%	5%	9%	0%	0%	0%	0%	5%														
		59%																								5%
Portsmouth University	4	5	0	0	2	0	0	0	0	0	0	0														
	36%	45%	0%	0%	18%	0%	0%	0%	0%	0%	0%	0%														
		82%																								0%
Southampton City Council	1	7	7	2	0	4	2	2	1	0	0	0														
	4%	27%	27%	8%	0%	15%	8%	8%	4%	0%	0%	0%														
		31%																								4%
Southampton Solent University	0	0	0	0	0	1	1	1	0	0	0	0														
	0%	0%	0%	0%	0%	33%	33%	33%	0%	0%	0%	0%														
		0%																								0%
St John's College	0	0	0	0	0	0	0	0	1	0	0	0														
	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%														
		0%																								100%
The University of Winchester	0	1	0	0	0	0	0	0	0	0	0	1														
	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%														
		50%																								50%
Wyvern Academy	0	0	0	0	1	0	1	0	0	0	0	1														
	0%	0%	0%	0%	33%	0%	33%	0%	0%	0%	0%	33%														
		0%																								33%

Quarter 1 Deferred benefits

(only measured for those employers who failed to meet death and/or retirement standards)

Days - / + leaving date	<-40	-40 to -20	-20 to -10	-10 to -6	-5 to -1	0 to 5	6 to 10	11 to 20	21 to 40	41 to 60	61 to 90	91 to 180	181 to 365	+365	Total
Age Concern Hampshire	0	0	0	0	0	0	0	1	0	0	0	1	0	0	2
	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	50%
Capita (SCC Schools)	0	0	0	1	0	0	0	0	1	2	1	5	3	2	15
	0%	0%	0%	7%	0%	0%	0%	0%	7%	13%	7%	33%	20%	13%	93%
Hampshire County Council	1	0	0	1	2	1	3	11	104	37	34	119	13	14	340
	0%	0%	0%	0%	1%	0%	1%	3%	31%	11%	10%	35%	4%	4%	94%
Hampshire Constabulary (LGPS)	0	0	0	0	0	0	0	1	0	0	10	2	0	0	13
	0%	0%	0%	0%	0%	0%	0%	8%	0%	0%	77%	15%	0%	0%	92%
New Forest District Council	0	0	0	1	0	2	1	15	12	2	1	1	2	1	38
	0%	0%	0%	3%	0%	5%	3%	39%	32%	5%	3%	3%	5%	3%	50%
Portsmouth City Council	0	0	1	1	1	2	0	3	6	11	71	62	4	1	163
	0%	0%	1%	1%	1%	1%	0%	2%	4%	7%	44%	38%	2%	1%	95%
Portsmouth University	0	2	0	1	1	4	0	10	1	2	3	1	1	0	26
	0%	8%	0%	4%	4%	15%	0%	38%	4%	8%	12%	4%	4%	0%	31%
Southampton City Council	0	0	1	0	0	3	2	1	1	0	5	5	9	6	33
	0%	0%	3%	0%	0%	9%	6%	3%	3%	0%	15%	15%	27%	18%	79%
Southampton Solent University	0	0	0	0	0	2	1	1	5	1	0	3	16	1	30
	0%	0%	0%	0%	0%	7%	3%	3%	17%	3%	0%	10%	53%	3%	87%
St John's College	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
St Vincent College	0	0	0	0	0	0	0	3	1	0	0	0	3	0	7
	0%	0%	0%	0%	0%	0%	0%	43%	14%	0%	0%	0%	43%	0%	57%
The University of Winchester	0	0	0	0	0	0	0	0	1	1	0	7	6	0	15
	0%	0%	0%	0%	0%	0%	0%	0%	7%	7%	0%	47%	40%	0%	100%
Wyvern Academy	0	0	0	0	0	1	1	1	0	0	0	0	6	0	9
	0%	0%	0%	0%	0%	11%	11%	11%	0%	0%	0%	0%	67%	0%	67%

Employer comments

Employer responses – April 2017 to September 2017		
Havant Councillors (C0325)	18/05/2017	As you know, we don't usually have any late submissions and are pretty much on top of everything pensions wise. This was just a one off oversight and I can only apologise. I think it was only due to the fact that it was a Councillor that was forced to leave (i.e. the scheme doesn't accept Cllrs anymore) that perhaps we didn't think logically about it. All of our leaver forms for any staff have many boxes regarding pensions to tick to ensure nothing is missed in the leavers process, but as this was a Councillor it is a slightly different procedure, but as no further Councillors will ever be in the scheme, this shouldn't ever happen again.
Portsmouth City Council (00323)	10/11/2017	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.
Hampshire County Council (00001)	16/11/2017	<p>Hampshire County Council has been working closely with Pension Services to improve performance over the last few years, which is reflected by the fact that for 2015/16 there were 2,500 outstanding end of year queries and for 2016/17 there were 1,100 all of which have been cleared as at the end of October. We submitted all of our year end returns and reconciliations on time and have developed a more automated basis for providing leaver information.</p> <p>In terms of notifications, the performance data is currently presented in a way that makes the County Council's performance look worse than it is. We have an agreed process with Pension Services on when information is provided, relative to payroll runs and we perform well against this measure, but unfortunately this is out of alignment with the current basis of reporting to the Panel and Board. However we understand that the revised admin. strategy addresses this anomaly and our actual performance will be easier to measure in the future.</p> <p>We have also been liaising with Pension Services on a mid-year reconciliation exercise, which is expected to significantly reduces the number of queries at year end. Given the size of the County Council it will never be possible to eradicate all queries, but with the changes we have been implementing and the significant improvement in working relationships and liaison we expect the current positive direction of travel to continue.</p>

