

## Gender Pensions Gap (GPG) action log – last updated 12 February 2024

No.	Action point	Follow up actions	Status
1.	Investigate feasibility of changes to regulations to extend the deadline for scheme members to elect for SCAPCs	<ul style="list-style-type: none"> <li>a) Contact Department for Health for background on NHS policy on pension buy-back and statistics for take-up.</li> <li>b) Consider how potential impact could be measured and impact on employers contributions</li> <li>c) Transfers in – explore the impact to allow all transfers in and not fund discretion (All funds have to accept club transfers in and aggregate other LGPS rights)</li> </ul>	<p>COMPLETED</p> <p>NOT STARTED</p> <p>NOT STARTED</p>
2.	Plan specific communications needed for employers on the GPG to raise awareness of the specific issues which impact the GPG within the LGPS regulations, particularly during scheme member life events	<ul style="list-style-type: none"> <li>a) Develop FAQ for employers similar to strike to cover child related leave</li> <li>b) Add content to LGA Employer Role course.</li> <li>c) Investigate how pension administration systems could show prompts in member self-service portals during breaks and life events</li> <li>d) Consider best practice for HR/payroll procedures and communications during life events</li> <li>e) Investigate if actuaries could include gender pensions gap as part of valuation report</li> </ul>	<p>ONGOING</p> <p>ONGOING</p> <p>ONGOING</p> <p>NOT STARTED</p>
3.	Work with LGA workforce team on increasing awareness of GPG and identify the policy solutions which could have a positive impact	<ul style="list-style-type: none"> <li>a) Presentation at virtual event in May 2024 with LGA workforce team covering GPG aimed at HR leads and pension contacts</li> <li>b) Contribute to LGA's monthly blog/workforce bulletin on GPG in March 2024</li> </ul>	<p>ONGOING</p> <p>ONGOING</p>

		c) Investigate with LGA workforce team to consider the duty which could be put on employers for reporting future GPG	NOT STARTED
4.	Continue the discussions with DLUHC on the progress of New Fair Deal and impact of outsourcing on the GPG	a) Put forward as a topic for Cllr Phillip's discussion with the new minister b) Explore how to understand/explore impact of outsourcing on GPG	COMPLETED NOT STARTED
5.	Explore further research options with Pensions Policy Institute (PPI)	a) Provide PPI initial comments on the research proposal b) Investigate potential funding options	ONGOING ONGOING
6.	Add questions on GPG to Opt Out survey	a) Planned for when new Secretariat team analyst starts	ONGOING

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