

AGENDA SUPPLEMENT (1)

Meeting: Wiltshire Pension Fund Committee

Place: Kennet Room - County Hall, Bythesea Road, Trowbridge, BA14 8JN

Date: Thursday 12 December 2024

Time: 10.00 am

The Agenda for the above meeting was published on 4 December 2024. Additional documents are now available and are attached to this Agenda Supplement.

Please direct any enquiries on this Agenda to Ben Fielding - Senior Democratic Services Officer of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line: 01225 718656 or email: benjamin.fielding@wiltshire.gov.uk

Press enquiries to Communications on direct lines (01225)713114/713115.

This Agenda and all the documents referred to within it are available on the Council's website at www.wiltshire.gov.uk

7 **Public Participation** *(Pages 3 - 4)*

13 **Payroll migration update** *(Pages 5 - 8)*

| |
|---------------------------------------|
| DATE OF PUBLICATION: 10 DECEMBER 2024 |
|---------------------------------------|

This page is intentionally left blank

Question to meeting of Wiltshire Council Pension Fund Committee 12.12.24.

The Government is planning to create a revised LGPS pension scheme next year. I understand that this will involve transferring all the (remaining) assets of the individual Administering Authorities into their respective Pension Pools. For our own AA this seems to involve relatively small changes, as our AA has already transferred the vast majority of its assets to our Pension Pool, Brunel Pension Partnership. I gather that Brunel, along with the other seven Pools is likely to continue operating, but with enhanced powers for making investment decisions, albeit within a strong Government framework.

I can see some of the benefits from economies of scale from such a change; the Government's emphasis on investing in local infrastructure projects could be of value to this country.

What concerns me is that, despite numerous references in the recent consultation document ([Local Government Pension Scheme \(England and Wales\): Fit for the future - GOV.UK](#)) to transparency in the passing of information, we could end up with a very large pension scheme that will be harder to hold to account. The model being proposed is based on the Australian and Canadian pensions schemes (so-called Megafunds). The latter of these has of course been heavily involved in the controversial take-over of a number of UK Airports, including Bristol Airport, where massive expansion is being planned. It seems as if the Canadian scheme has also recently just been able to remove its portfolio from the troubled Thames Water. Both schemes of course fall foul of ESG principles. I'll be interested in hearing discussion of the Consultation under item 21 on the Agenda of the Pension Fund Committee on 12th December.

My question is whether the Pension Fund Committee and/or its Councillors individually are planning to submit their response to this consultation, where admittedly the main decisions have already been made by the Government.

I am particularly concerned that, although ESG (Economic, Social and Governance) matters are mentioned on a couple of occasions in the document, it could become harder to hold a Megafund to account over its operations in examining ESG matters, including Climate Change. Will our own LGPS be left holding the accountability for its investments, but have less influence? Will the Pension Fund *Board* have a stronger oversight (as well as supportive) role?

These are some of the issues I have included in my own response to the Consultation document. I would be very interested in knowing of any other contributions being made by yourselves.

Sigurd Reimers
Wiltshire Council Pensioner
Member of South West Action on Pensions
05.12.24

This page is intentionally left blank

WILTSHIRE COUNCIL

WILTSHIRE PENSION FUND COMMITTEE
12 December 2024

Integrated Payroll System Update

Purpose of the Report

1. To update the Committee on the integrated payroll system and an update following the Council's migration of Payroll service from SAP to Oracle and Oracle to Altair.

Background

2. The Council formally migrated to Oracle from SAP following an Evolve Programme Board Meeting on 22nd April 2024 that approved the go live based on the results of the final phase of parallel running.
3. Payment was successfully made on 25th April to all pensioners and dependants. Altair and Oracle are now aligned.
4. Following the successful migration to Oracle the migration to our integrated Payroll System started in June 2024 following a period of hyper care to fully establish the Council's new system.

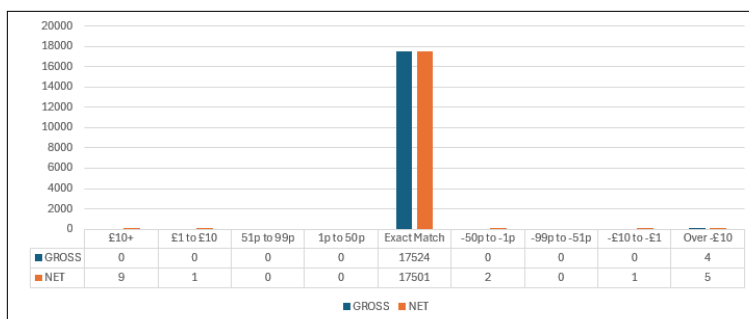
Migration from Oracle to our integrated Payroll System

5. The Council Payroll Team have been fully engaged with the migration of our payroll, providing us with the appropriate resource data extracts and attending weekly project meetings.
6. The migration to our integrated payroll system has begun and we received a cut of the Oracle payroll data which was shared with Heywood Technologies and loaded to a pre-production environment.
7. The migration then involved parallel running our integrated payroll in the pre-production environment with Oracle payroll prior to the transition. Our October parallel run produced the following results:

Payroll Gross to Net Comparison

| Difference | GROSS | NET |
|-----------------|--------|--------|
| £10+ | 0 | 9 |
| £1 to £10 | 0 | 1 |
| 51p to 99p | 0 | 0 |
| 1p to 50p | 0 | 0 |
| Exact Match | 17524 | 17501 |
| -50p to -1p | 0 | 2 |
| -99p to -51p | 0 | 0 |
| -£10 to -£1 | 0 | 1 |
| Over -£10 | 4 | 5 |
| Percentage (£1) | 99.98% | 99.91% |
| Percentage (0p) | 99.98% | 99.90% |

| | Oracle | Altair | Difference |
|-------|----------------|----------------|------------|
| GROSS | £ 8,648,045.89 | £ 8,647,879.65 | -£ 166.24 |
| NET | £ 7,229,369.93 | £ 7,234,863.17 | £ 5,493.24 |



8. The 4 gross differences were all Oracle payroll paying incorrect amounts. WPF had previously instructed the Council to suspend the pension for 3 potential deaths. The Council had stopped the Basic Pension element but incorrectly continued to pay the

Added Years element. The fourth pensioner has a recovery of pension in place. The Council had set this up as a negative recovery, i.e. an additional payment to the member.

9. The 18 net differences include the 4 gross discrepancies (above), plus 14 who had YTD adjustments and tax refunds that weren't notified to us by the Council Payroll Team. We have obtained this revised data will ensure that these payments reconcile before we start processing the October payroll and will manually calculate these all individual using HMRC PAYE calculator tool to verify all payments in the October payroll.
10. This was regarded as a successful and clean parallel run and it was agreed to go live.
11. When running live payment for 25 October 2024 the following discrepancies were found:
 - 38 members where the gross payment did not match amounting to £16,247.54.
 - 4 of these members were suspended on Oracle and they have now contacted the Fund so we were able to reinstate them in the September payment.
 - 32 members were paying previous overpayments and the repayment had been incorrectly ceased on Oracle and we corrected these on the first payment from Altair.
 - 2 members were paid incorrectly due to data migration issues. These have now been corrected.
12. The September payment had to be paid in two instalments. The current Altair payroll was paid from Altair Live, and the migrated membership were paid from the test environment. This was not in line with the Fund's Plan and only came to light as the payment was due to made. This issue was because Heywoods had to merge multiple member records to enable the Fund to submit the RTI data to HMRC. However, this did not work and we had to make a manual payment to Heywoods. This is due to be resolved with Heywoods in the next release, until this happens all payments to HMRC will be manual.
13. Any changes that occurred between migration were not passed to the Fund from the council payroll team. This result in a higher number of queries than expected from pensioners whose addresses were incorrect and in some cases bank details were incorrect. Due to the way bank accounts are transferred most of the payments automatically diverted but there were 15 pensioners who received their payments late. These issues have now been resolved.
14. Post project meetings are due to happen in the next two weeks with Heywoods and we will be giving feedback on the issues experienced. A full project closure report will be provided once these meetings have taken place.

Environmental Impact of the Proposal

15. Not applicable.

Financial Considerations & Risk Assessment

16. Not applicable

Legal Implications

17. There are no material legal implications from this report.

Safeguarding Considerations/Public Health Implications/Equalities Impact

18. There are no known implications at this time.

Proposals

19. The Committee is asked to note the progress concerning the migration to our Integrated Payroll System.

Jennifer Devine
Head of Wiltshire Pension Fund

Report Author: James Franklin, Pension Administration Lead

Unpublished documents relied upon in the production of this report: NONE

This page is intentionally left blank