

**Worcestershire Pension Fund Employer Newsletters Subject Index as at October 2025**

| Worcestershire Pension Fund Employer Newsletters Subject Index | Date                                                                                                                                           |
|----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| Academy conversions                                            | Sep-20                                                                                                                                         |
| Academy Guidance                                               | May-24, Jun 24                                                                                                                                 |
| Accounts (employer) info / FRS / IAS                           | Jun - Aug 19, Apr 20, Jul 20, Sep 20, Jul –Aug 21, Feb – Mar 22, Jul – Aug 22, Mar 23, Jul 23, July 24, Jul-25                                 |
| Actuarial costs                                                | Jul-21                                                                                                                                         |
| Actuarial valuation                                            | Feb - Mar 19, Jul 19, Sep 19 - Jan 20, Apr 20, May – Jul 22, Sep 22 – Feb 23, Sept 25, Oct 25                                                  |
| Access and Fairness Response                                   | Jul-25                                                                                                                                         |
| Address tracing                                                | Apr-22                                                                                                                                         |
| Age 75                                                         | Jun-23                                                                                                                                         |
| Annual allowance (AA)                                          | Dec 19 - Jan 20, Jan 21, Apr 21, Jan 22, Mar 23 - Apr 23                                                                                       |
| Annual Benefit Statement                                       | Jul-25, Aug 25                                                                                                                                 |
| APCs (Additional Pension Contributions)                        | Apr 19, May 23                                                                                                                                 |
| APP (assumed pensionable pay)                                  | Sep 20, Oct 22                                                                                                                                 |
| Automatic enrolment                                            | Mar 20, Feb 21, Aug 21, Apr 22, Feb 23, Aug 23, Oct 23, Feb 25                                                                                 |
| AVCs (Additional Voluntary Contributions)                      | Dec 18, May 19, Oct -Nov 19                                                                                                                    |
| Backdated pay awards                                           | Apr 22, May 23, May 24, Aug 24                                                                                                                 |
| Budget Update                                                  | Nov 24, Dec 24                                                                                                                                 |
| Business Plan                                                  | Jul-20                                                                                                                                         |
| Breaches of law policy                                         | Nov-23                                                                                                                                         |
| Climate Change                                                 | Mar - Apr 21, Nov 21                                                                                                                           |
| Contacts update                                                | Dec 24                                                                                                                                         |
| Contribution rates                                             | Mar-Apr 19, Mar – Apr 20, Feb 21, Feb 22, Apr 22, Feb 23, Apr 23, Feb-24, Feb 25, Mar 25                                                       |
| Cost cap                                                       | Jul 21, Oct 21                                                                                                                                 |
| Cost of living                                                 | Nov-22                                                                                                                                         |
| Costs of redundancy / flexible / early retirement              | Feb 19, Dec 19, Jun 20, Jul – Aug 21                                                                                                           |
| Covenants                                                      | Dec 18, Feb 19, Aug -Sep 19, Jan - Feb 20, May 20, Jan – Feb 21, Mar 22                                                                        |
| Data retention                                                 | Sep 19, Oct 21                                                                                                                                 |
| Deferred annual benefit statements                             | Jun 19, Jun 20, Jun 21, Jun 22, Jun 23, Jun 24, Jun 25                                                                                         |
| Discretions                                                    | Jul 20, Jan 21, Jan 22, Mar-24                                                                                                                 |
| Early retirement factors                                       | Jul-23                                                                                                                                         |
| Emailing us                                                    | Dec-21                                                                                                                                         |
| Employee annual benefit statements                             | Jun 19, Aug - Sep 19, Jun 20, Aug - Sep 20, Jun 21, Aug – Sep 21, Jun 22, Aug – Sep 22, Aug - Sep 23, July 24, Aug 24, Sep 24, Sept 25, Oct 25 |
| Employee Training Sessions                                     | Feb 25, Mar 25                                                                                                                                 |
| Employer forum                                                 | Dec 18 - Jan 19, Mar, Apr 19, Feb – Mar 20, Oct – Nov 20, Apr - May                                                                            |

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|                                      | 21, Sep - Nov 21, May –Jul 22, Sep 22, Aug 24, Sep 24, Oct 24, Sept 25, Oct 25                                                                                                           |
| Employer support / training sessions | May 19, Oct 19, Apr 22, Jan-24, Feb-24, Apr 24, July 24, Aug 24, Nov 23, Dec 24, Jan 25, Apr 25, Jul-25                                                                                  |
| Employer survey                      | Jun – Jul 23                                                                                                                                                                             |
| Equitable Life AVCs                  | Nov-19                                                                                                                                                                                   |
| Estimates                            | Dec-19                                                                                                                                                                                   |
| Exit cap                             | May 19, Jul 19, Aug 20, Oct 20 – Mar 21                                                                                                                                                  |
| Exit credits                         | Mar 20, Jul 21                                                                                                                                                                           |
| Fair Deal                            | Feb - Mar 19                                                                                                                                                                             |
| Final Pay                            | Mar 25                                                                                                                                                                                   |
| Flexible retirement                  | Dec-21                                                                                                                                                                                   |
| Forms / Excel spreadsheets           | Jan 19, Mar-May 19, Jun 19, Oct 19, Dec 19, Feb – Apr 20, Jul 20, Sep 20, Oct 20, Feb 21, Apr 21, Jan 22, Feb 22, Apr 22, May 22, Aug 22, Oct 22, Jan 23, Mar 23 -May 23, Sep 23, Dec 23 |
| FSS (Funding Strategy Statement)     | Dec 18 - Feb 19, Jun -Jul 19, Oct 19 – Jan 20, Mar – May 20, Sep 20, Apr - Jul 21, Feb –Apr 22, Dec 22 – Feb 23, Apr 23, Apr 24                                                          |
| Gender Pay Gap                       | Apr 24, Jun 24                                                                                                                                                                           |
| Governance Policy Statement          | Apr-21                                                                                                                                                                                   |
| Guide to the LGPS                    | Feb 19, Jul 19, May 23                                                                                                                                                                   |
| HR guide                             | May 19, Aug 21, May 23, May 25                                                                                                                                                           |
| I-Connect                            | Jun 24, July 24, Nov 24, Jan 25, Apr 25, May 25                                                                                                                                          |
| IDRP                                 | Dec 24                                                                                                                                                                                   |
| Ill health                           | Jan 19, Jun 19, Aug 19 Mar – Apr 20, Jul 20, Oct – Dec 20, Jan - Feb 21, Apr 21, Aug 22, Oct 22, Jul 23                                                                                  |
| Investment pots                      | Apr - May 20, May 23                                                                                                                                                                     |
| Investment Strategy Statement (ISS)  | Apr-21                                                                                                                                                                                   |
| Late retirement factors              | Apr 19, Jun – Jul 19, Jul 23                                                                                                                                                             |
| LDI                                  | Nov-22                                                                                                                                                                                   |
| Legislation                          | Feb 19, Jan 20, Mar 20, Aug 20, Sep – Nov 20                                                                                                                                             |
| LGPS Central Limited                 | Jun - Jul 19                                                                                                                                                                             |
| Logo                                 | May-19                                                                                                                                                                                   |
| Lifetime allowance (LTA)             | Dec 19, Nov 20, Apr 21, Apr 23, Apr 24, May 24, Oct 24                                                                                                                                   |
| McCloud                              | Jul - Aug 19, Dec 19, Mar – Apr 20, Aug –Sep 20, Jun 21, Oct - Nov 21, Feb 22, Apr 22, Oct 22, Feb 23, Oct-23, Nov-23, Dec 23, Jan 25, Mar 25, Apr 25, Jun 25                            |
| Member Portal                        | Feb-24, Mar-24, Jul 24, Dec 24, Mar 25, May 25                                                                                                                                           |

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| Mercer billing                                                                                   | May 21, Jul 21                                                                                                                                                       |
| Minimum pension age                                                                              | Oct 20, Mar 21, Aug 21, Dec 21                                                                                                                                       |
| Monthly CARE posting                                                                             | Feb 19, Apr 22, May 22, Apr 23                                                                                                                                       |
| Nominations                                                                                      | Feb-20                                                                                                                                                               |
| Opt outs                                                                                         | Dec 20, Feb 22                                                                                                                                                       |
| Outsourcing                                                                                      | Jun-21, Jun 25                                                                                                                                                       |
| Pay for term time workers / workers who work varying hours during only certain weeks of the year | Sep-22                                                                                                                                                               |
| Payroll guide                                                                                    | Jul 19, Sep 20 Aug 21, Jul 22, May 23                                                                                                                                |
| Payroll providers                                                                                | Jun-20                                                                                                                                                               |
| Pension Awareness Week                                                                           | Aug 24, Aug 25                                                                                                                                                       |
| Pension Administration Strategy (PAS)                                                            | Feb - Apr 19, Jul - Aug 19, Jan-20, Mar - Apr 20, Jan 21, Apr 21, Jan - Apr 22, Feb 23 - Apr 23, Apr 24                                                              |
| Pension Board                                                                                    | Mar-24, Jun 24, Sep 24, Nov 24, Mar 25, Jun 25, Sept 25                                                                                                              |
| Pensions Committee                                                                               | Mar-24, Jun 24, July 24, Sep 24, Oct 24, Nov 24, Mar 25, Jun 25, Jul-25, Oct 25                                                                                      |
| Pension increase                                                                                 | Dec 18, Nov 19, Mar 20, Nov 20                                                                                                                                       |
| Pension Savings Statements                                                                       | Sep 19, Sep 20, Sep 21, Sep 22, Sep 23, Oct 23, Sep 24                                                                                                               |
| Pension Scam Awareness                                                                           | Nov 24                                                                                                                                                               |
| Pensioner newsletter                                                                             | Nov 20, Nov 21, Nov 22, Nov 23                                                                                                                                       |
| Pensions taxation webinar                                                                        | Nov 19, Oct 23, Oct 24, Sep 25                                                                                                                                       |
| Rates and Bands                                                                                  | April 24, Apr 25, Aug 25                                                                                                                                             |
| Responsible investment                                                                           | Apr 21, Aug 21, Mar 22                                                                                                                                               |
| Retirement seminar                                                                               | Nov 19, Jan 20, Jun 20                                                                                                                                               |
| Risk Register                                                                                    | Jul-20                                                                                                                                                               |
| Same sex partnerships                                                                            | Dec 18 - Feb 19                                                                                                                                                      |
| State Pension age                                                                                | Jan 22                                                                                                                                                               |
| Tax relief                                                                                       | Aug 20, Nov 20, Nov 21                                                                                                                                               |
| Teachers' excess service                                                                         | Apr 24                                                                                                                                                               |
| Transfers of staff between our employers / Outsourcing                                           | Sep 20, Jun 21                                                                                                                                                       |
| Videos for members                                                                               | Dec-19, Jun 25                                                                                                                                                       |
| Year-end (LGPS)                                                                                  | Jan 19, Mar-May 19, Jan - May 20, Jan-21, Mar - May 21, Jan - Apr 22, Jan-23, Mar 23 - Apr 23 Jan-24, Feb-24, Mar-24, Apr 24, May 24, Jan 25, Feb 25, Apr 25, May 25 |