

## First Briefing, April 2024 – Pensions dashboards

The Pensions Dashboards Programme (PDP) is developing technology which individuals will use to view all their pensions on a personal dashboard.

Eventually all UK-based pensions must connect to the pensions dashboards, including:

- State Pension
- Defined Benefit pensions (including cash balance schemes)
- Defined Contribution pensions.

It's an ambitious and complex programme that requires support from the pensions industry, government and regulators.

This briefing covers the next steps for trustees.

### Is the PDP going ahead?

Yes. Following the decision to pause and reset the programme in 2023, revised regulations have been relaunched and need to be complied with.

### When do I need to be ready for pensions dashboards?

The DWP has confirmed a connection deadline of 31 October 2026 for all schemes that fall under the current regulations. Alongside this, they have issued revised connection guidance. Trustees need to consider these dates when connecting their schemes to avoid enforcement action.

### Relevant members

There has been a change to the date on which the number of relevant members was determined under the regulations. This is now the number of active and deferred members in your scheme at your scheme year end falling between 1 April 2023 and 31 March 2024.

The number of relevant members determines your new connection guidance date and can be obtained from your most recent scheme return.

However, if your scheme has fewer than 100 relevant members, you do not have to connect to pensions dashboards.

### Supplying scheme data

Trustees must provide two types of data to the pensions dashboards:

#### *Find data*

Part of the data provided will be used to 'match' members when they search for their pensions on a pensions dashboard. The recommended industry standard is to match surname, date of birth and National Insurance number.

Deviating from the suggested industry standard match data will result in additional work and cost.

Find data is the term used for the member contact information and the data used for matching.

#### *View data*

View data is the information a scheme will need to return to a dashboard if a successful match is made to a member record.

View data is split into two categories:

#### a) *Administrative data*

This includes:

- Scheme type
- Membership dates
- Relevant information about the employer.

The data includes administration team contact information, in case the dashboards user has any further queries.

The data will also include links to useful scheme information for the member, such as costs, charges, scheme investments, and trustee or governance reports, where available.

### b) Value data

The value data answers two main questions:

- What benefits have I got already? (i.e. accrued benefits increased to the current year)
- What might I have at retirement? (i.e. estimated benefits at retirement).

The values that schemes must supply will depend on whether the scheme is Defined Benefit or Defined Contribution, and whether the member is an active or deferred member of the scheme.

**Deferred members of Defined Benefit schemes** must receive a statement of their deferred pension revalued to the current year. Trustees may also choose to provide an estimate of the deferred pension at the member's retirement date. Neither of these figures is usually calculated for all deferred members each year.

**Active members of Defined Benefit schemes** must receive a statement of the pension they have built up in the scheme. They must also receive a statement of the expected pension at their retirement age, assuming no further salary increases. Both of these figures are usually provided to active members once a year.

**Active and deferred members of Defined Contribution schemes** must receive a statement of the benefits they have built up and an estimate of what that will be at their retirement date. Schemes already have to provide these figures to members in statutory money purchase illustrations.

For most schemes, calculating the data required for Defined Benefit deferred members will be a new requirement. Scheme processes will need to change to calculate revalued deferred pensions for all deferred pensioners once a year.

### How can you get 'dashboard-ready'?

A good starting point is to [find out your scheme's recommended staging date](#) here.

We recommend that you speak to your current administrator.

The Pensions Regulator will send a letter to each chair of trustees one year before their guideline staging date to notify them of their statutory duties.

If First Actuarial are your administrators, we will contact you around 12–18 months ahead of your connection deadline. We will start to work with schemes in order of size.

### Getting ready for the pensions dashboards process

We're ready to help you with pensions dashboards whether or not you are an administration client of First Actuarial.

We have developed tools for reviewing scheme data to help you to become dashboard-ready.

We will provide you with a clear project plan for the work your scheme needs to complete to meet your obligations.

We will also support you with an ongoing governance document to help trustees to evidence and review any decisions made.

### For further information

Contact Claire Fuller, Head of Pensions Administration Systems, or your usual First Actuarial consultant.



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