

Advice and support for employers

# Navigating the LGPS

**As an employer in the LGPS you may be reviewing your current pension arrangements and considering your options for future participation.**

With the 2022 valuations for English and Welsh LGPS Funds on the horizon, it is worth considering what pension provision is best suited to your workforce to ensure maximum value for the money you contribute: does the LGPS continue to be a sustainable option for your organisation, and, if so, what can you do to manage the risks of participation?

With many employers struggling to meet the costs of LGPS contributions, there are new flexibilities to help employers with affordability issues and, if leaving the LGPS, manage exit payments.

## Where are you on your LGPS journey?

No matter what stage you are at, or option you are considering, we have reporting and analytics to help support you in your decision-making.

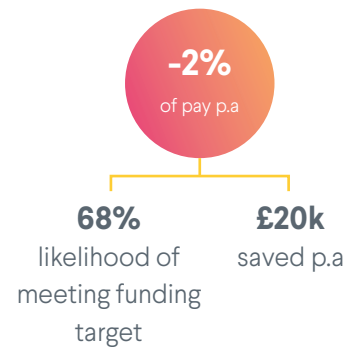
### Affordability

**I want to stay in the LGPS but my contributions are too high.**

Our affordability report looks at your specific membership profile and circumstances and provides analysis and advice to help you negotiate a lower contribution rate with your LGPS Fund.

We work with you to understand your cost constraints and incorporate this into our contribution calculations

#### Contribution rate change

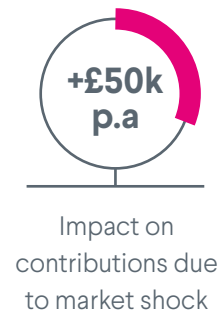


### Sustainability

**I'm doing a review of my pension arrangements to understand my options.**

Our sustainability report helps you understand your obligations, current costs and potential future costs of participating within the LGPS based on your own unique membership.

We provide risk analytics to help you understand how variable your costs may be, and under what circumstances.

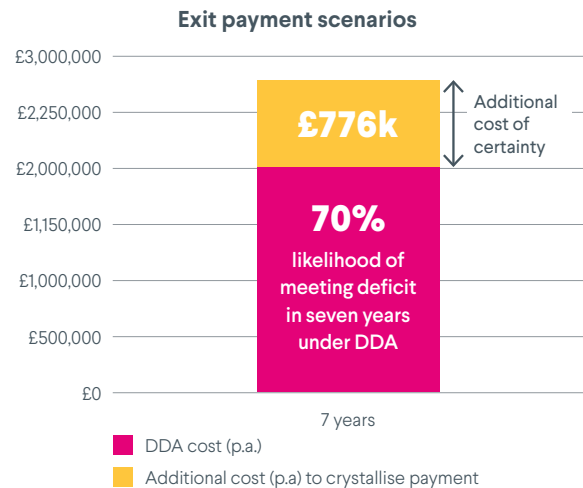


## Leaving the LGPS

### I've decided to leave, what are my options?

Our Exit Options report provides analysis and advice on your options for leaving the Fund. Specifically we look at:

- Your total cost of leaving the Fund immediately
- Options for spreading your cessation debt under a Deferred Debt Arrangement
- Options for spreading your crystallised cessation debt under a Deferred Spreading Arrangement



At Hymans Robertson, we know the LGPS inside and out. While the LGPS can be a valuable benefit for staff, we also know this doesn't come without costs, which can be unmanageable for many.

We are experts in helping you navigate your LGPS journey: whether you are struggling with affordability; considering how sustainable participating in the LGPS may be for your business; or have decided to leave the LGPS and want to manage your exit, we can offer help, advice and in-depth analysis of your own circumstances, to help inform your future decision-making.

## Why Hymans Robertson?

- We are LGPS specialists, providing fresh, innovative thinking to help manage your risks effectively
- Our unique risk-based approach considers many future scenarios (and our advice isn't based on the assumption of a single future outcome). Advice from us will inform how likely future events may be, enabling you to assess your options in a risk-based way
- We are committed to supporting LGPS employers and can provide ongoing support and advice, no matter what route you decide to take

For more information or free advice, please join our [LinkedIn group](#) or visit our [website](#).

## Get in touch

If you would like any further assistance with your LGPS participation, please contact:



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