

# The need for a data improvement plan

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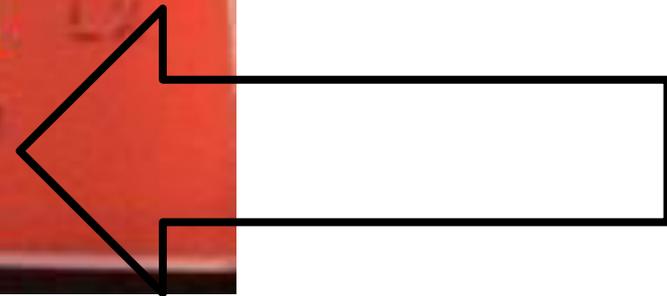
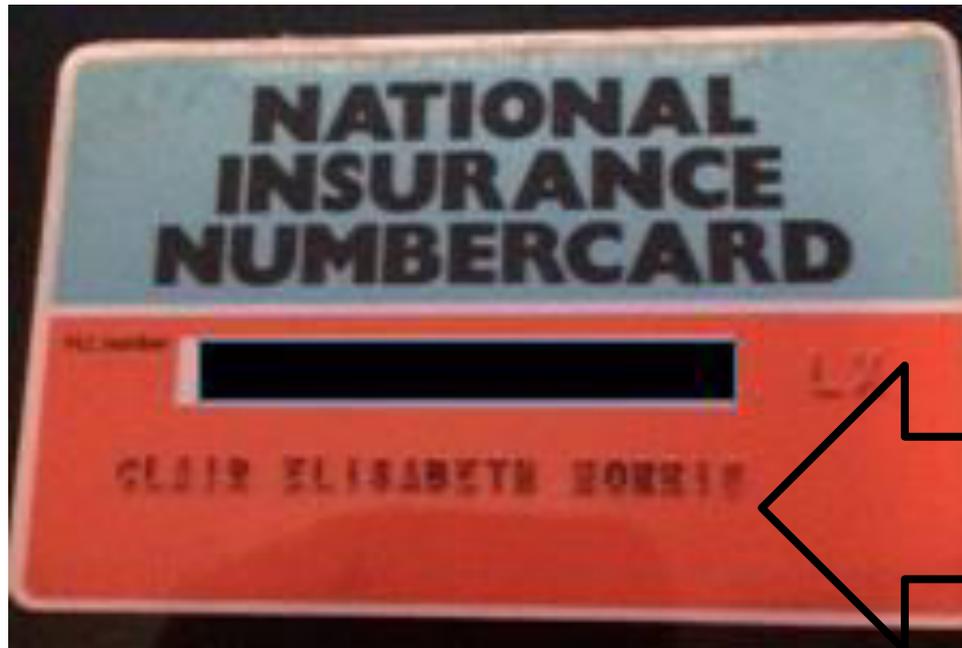
LGA, Firefighters Pension Adviser

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# Who am I, and what qualifies me to talk about data?

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# The Temporary NI Number



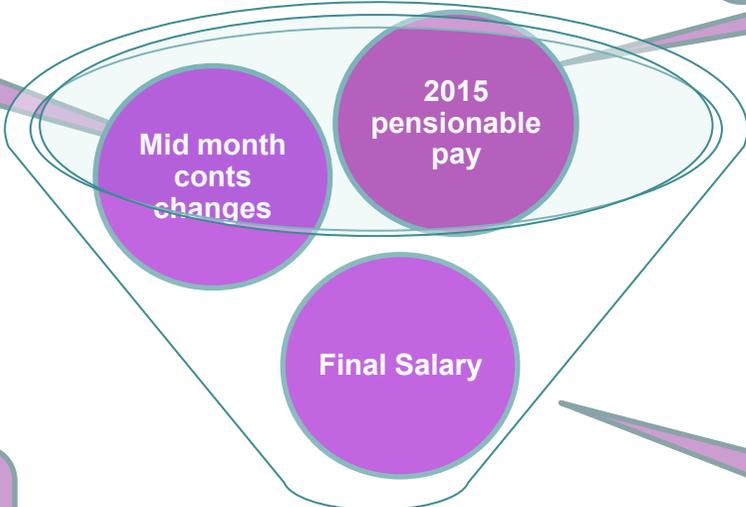
# Record Keeping?

## Inputs



Change of contribution rate for mid month tapering

CARE pensionable pay for scheme year

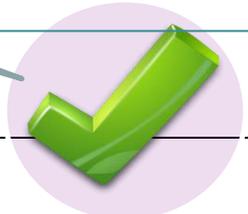


Correct pension

Link to final salary for transitional benefits



## Outputs



## Other Reasons for bad data

- Bulk Transfers
- Paper Files
- Computerisation
- In House to Third Party
- Limited accountability and ownership
- Being reactive rather than proactive

**Side stepping long term data quality improvement in favour of achieving short term goals!**

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# BUZZWORD BINGO

innovative	leading	ground breaking	actionable	takeaways
dynamic	cutting-edge	synergy	leverage	circle-back
solution	influencer	integrate	giving it legs	offline
award-winning	thought leader	strategic partnership	interactive	seasoned
unique	optimize	revolutionary	expert	robust

## Data Improvement Plan

# Why now?

- GDPR
  - GMP reconciliation
  - Pensions Dashboard
  - TPR Code of Practice 14
  - Conditional Data
  - Valuation
  - CARE scheme
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# A CARE Pension Pot Example

Date from	Date to	Account Balance	Reval rate	Opening Balance	Actual Pay	Pension Build Up	Closing Balance
01/04/2015	31/03/2016	£0.00		£0.00	£29,850	£500	£500
01/04/2016	31/03/2017	£500	2%	£510	£30,500	£510.89	£1020.89
01/04/2017	31/03/2018	£1020.89	2.6%	£1047.43	£32,000	£536.01	£1,583.44
01/04/2018	31/03/2019	£1,583.44	2%	£1615.11	£32,700	£547.74	£2,162.85
01/04/2019	31/03/2020	£2,162.85	4%	£2249.37	£33,600	£562.81	£2,815.18
01/04/2020	31/03/2021	£2,815.18	1%	£2840.30	£35,000	£586.26	£3426.57
01/04/2021	31/03/2022	£3426.57	3%	£3529.36	£35,900	£601.34	£4,130.70
01/04/2022	01/04/2023	£4,130.70	2%	£4213.32	£36,500	£611.39	£4,824.71

# The Law

- Pensions Act 2004 section [90A](#) & [249B](#)
- Public Service Pensions Record Keeping Regs [2014](#)
- [Data Protection Act 1998](#)



# The challenge

- One size does not fit all
  - Identifying the data
  - Scale
  - Cost
  - Missing vs Incorrect Data
  - Lack of Resources / Expertise
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# Data Quality Improvement Practices

1. Data Profiling
  2. Data Cleansing
  3. Data Governance
  4. Prevention of Bad Data
    - Common Metadata
    - Access to data
    - Reconciliation process
    - Incentive
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# Data Quality Improvement Drivers

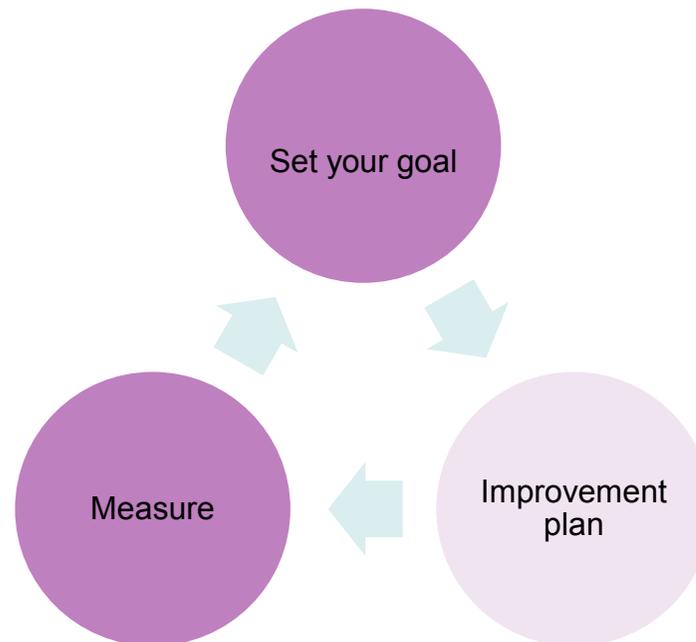
1. Data Profiling **GDPR Data Mapping**
  2. Data Cleansing **GMP Rec**
  3. Data Governance **TPR Code of Practice**
  4. Prevention of Bad Data
    - Common Metadata **Conditional Data**
    - Self-Service **Pension Dashboards /**
    - Reconciliation process **Member Self Service**
    - Incentive **Monthly reconciliations**
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# A clear sight of your goal!



# A continuous process

- A clear understanding of your goal
- Measured outcomes
- Scope



# TPR quick guides

- Record keeping [link](#)
  - Improving your data [link](#)
  - Measuring your data [link](#)
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# Are you prepared for GDPR

- GDPR bulletin for Fire Authorities [here](#)
  - Attend LGA Bluelight Pensions free half day data event – book [here](#)
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# Thanks for listening

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