HUMAN RESOURCES

ADAPTING BENEFIT PROVISION FOR THE NEW WORLD

CLIVE POTHECARY
EDF ENERGY
PENSIONS OPERATIONS MANAGER





The problem







The solution

New CARE Section New Salary Threshold New DC Topup and DC Only sections

Final Salary sections closed

Staff defaulted into CARE with 1-off chance to go back to FS

Capped pensionable pay increases for high earners

Improved member engagement

DC Only new AE vehicle

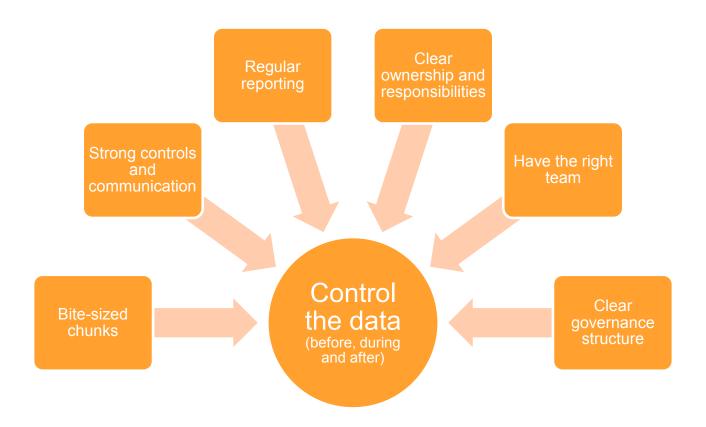
CARE linked to SPA

Future CARE costs capped at 15%





The approach







Operational implementation – the challenges

Benefit Design

Design being changed up to go live Needed to be agile to incorporate design changes Honing down the detail Knowing the membership and eligibility Communication of the changes Understanding current data and

what future data needs to look like

Leads to...

Data requirements

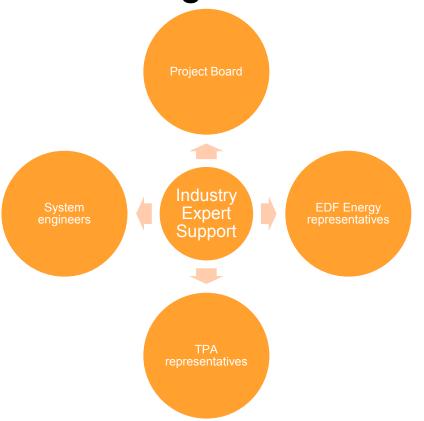
New interfaces needed by TPA
Transition from old data sets to new
data sets on payroll records
Collation on new employee
information
New data mapping and validations
required at TPA
New and updated calculations
Short timescale to implement





How did it get achieved

The right team



Handling the data

Understanding of current data mapping

Agree future data mapping

Workshops

Scenario based testing

Close working relationships

Reference point documentation





Conclusion

Be clear what the end game is

Test possible scenarios

Document carefully

Put together the right team asap

Plan Well

Ensure changes are fully understood

Big or small project – careful control of data before, during and after is a key foundation to success





THANK YOU

