

London Borough of Barnet  
2 Bristol Avenue,  
Colindale NW9 4EW  
5 August 2022  
Our ref: 8343324

Thank you for your request received on 21 July 2022, for the following information:

**Your decision to reverse outsourcing is attracting attention. I want to clarify the impact on the council of the high value of public sector pensions compared to the private sector.**

- 1) Were employees who transferred out able to keep their membership of the Local Government (LG) Pension scheme or a scheme offering similar benefits?**
- 2) Were people employed by Capita during the period of outsourcing able to join the LG scheme or one offering similar benefits?**
- 3) Will people returning to council employment be able to join the LG scheme? If so have any additional costs of their membership been factored in to the costs of ending outsourcing?**
- 4) Will new employees of the council recruited after the end of outsourcing be able to join a better pension scheme than that offered to those recruited by Capita? If so, have these costs been calculated?**
- 5) What level of funding does the local version of the council pension scheme have - i.e. is it 100% funded, 80% etc? Have the trustees warned of increased employer contributions being in prospect as a result? Have such additional recurrent costs been added to the cost of ending outsourcing?**

**If you regard the whole of this request as costing too much to reply to, feel free to not answer (5). (4) follows from the answers to earlier sections, but it would be helpful to have an explicit statement.**

We have processed this request under the Freedom of Information Act 2000.

## **Response**

The council holds the information requested and it is attached/ the answers to your questions are below

***Your decision to reverse outsourcing is attracting attention. I want to clarify the impact on the council of the high value of public sector pensions compared to the private sector.***

***1) Were employees who transferred out able to keep their membership of the Local Government (LG) Pension scheme or a scheme offering similar benefits?***

If these employees were employed by the Council when outsourced to Capita, they would have remained in the Barnet LGPS with Capita as a participating employer.

***2) Were people employed by Capita during the period of outsourcing able to join the LG scheme or one offering similar benefits?***

Also see Q1 above. If new employees joined post outsourcing to Capita, they would have been offered membership of the pension scheme set up by Capita.

***3) Will people returning to council employment be able to join the LG scheme? If so have any additional costs of their membership been factored in to the costs of ending outsourcing?***

As the employees are returning to Council employment, they will be offered membership of the Barnet LGPS. For additional costs, please see response below in Q5 .

***4) Will new employees of the council recruited after the end of outsourcing be able to join a better pension scheme than that offered to those recruited by Capita? If so, have these costs been calculated?***

Any new employees recruited and employed by the Council will be offered membership of the Barnet LGPS .

***5) What level of funding does the local version of the council pension scheme have - i.e. is it 100% funded, 80% etc? Have the trustees warned of increased employer contributions being in prospect as a result? Have such additional recurrent costs been added to the cost of ending outsourcing?***

At the last actuarial valuation in 2019, the Barnet LGPS was 86% funded. The current valuation for 2022 is ongoing and discussions will take place with the actuary to determine potential additional costs.

## **Further information**

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

**Advice and Assistance : Direct Marketing**

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link [www.ico.org.uk](http://www.ico.org.uk)

**For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.**

## **Your rights**

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: [foi@barnet.gov.uk](mailto:foi@barnet.gov.uk). Or by post to Records & Information Management Service, Assurance Group, London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website [www.ico.org.uk](http://www.ico.org.uk)). There is no charge for making an appeal.