

Case Study

Data Exchange Automation

For Both **Employer** and **Pension Fund**



Big savings delivered for both **The Royal Borough of Windsor and Maidenhead** and **Berkshire Pension Fund**



Organisation Profiles



Royal Borough of Windsor and Maidenhead

The Royal Borough of Windsor and Maidenhead is a Royal Borough of Berkshire, in South East England. It is one of four boroughs entitled to be prefixed Royal and is one of six unitary authorities in its county, which has historic and ceremonial status.



Royal County of Berkshire Pension Fund

The Royal County of Berkshire Pension Fund is part of the Local Government Pension Scheme and is administered by the Royal Borough of Windsor and Maidenhead.



Heywood Pension Technologies

Heywood Pension Technologies builds modern software solutions for pension schemes, pension administrators and employers to help transform how their members manage their lifelong financial journeys.



Key Figures



12,900

member updates automated in first three months



3,000

employees across 15 payrolls pay and contribution values uploaded



76%

reduction in number of reports payroll team produces



0.5 days

per month of effort, compared to 12 days before implementation



The Challenge

The Royal Borough of Windsor and Maidenhead (RBWM) is the administering authority of Berkshire Pension Fund, a large pension fund administered by a small team, with an administrator-to-scheme member ratio of 1 : 4,673.

In a strategic review of its processes, the Royal Borough of Windsor and Maidenhead identified that, while its systems have become automated over the years, its payroll data transfer activities were still an extremely manual process, amounting to an estimated 12 days of effort each month.

Similarly, the Royal County of Berkshire Pension Fund struggled to update member data efficiently. This affected the delivery of a quality service, due to difficulties in obtaining timely and accurate data submissions from employers.

Although the RBWM and the Pension Fund were facing different challenges; automation of payroll processes, and improvements to administration efficiency; the solution was the same for both: an automated Data Exchange portal.

i-Connect™ from Heywood Pension Technologies was chosen to solve both of these challenges.



Data Exchange Automation

The Solution: i-Connect™

i-Connect is an automated data exchange portal that provides benefits to both Pension Funds and their employers:



Reduces both effort and costs in supporting the Pension Fund's administration team



Helps address Pension Reform obligations



Removes the annual end-of-year return



Provides a simple, secure and efficient process for transferring and submitting data to a pension administration system



Allows for future scheme changes



Meets The Pensions Regulator's code of practice on record-keeping



Identifies changes to the workforce automatically



Automates the creation of tasks and pension records

It reduces the cost and risk associated with processing pension data by automating the submission of data to pension schemes.

i-Connect improves the flow of data from payroll to pensions, minimising the need for manual intervention.

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i-Connect allows the Pension Fund to automate a number of our procedures, reducing administration time, while the regular and secure transfer of data has dramatically improved quality.

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Technical Analyst for the Royal County of Berkshire Pension Fund



Data Exchange Automation

The Implementation

Working in close collaboration with the Pension Fund's administration team and i-Connect teams, the RBWM payroll team tested its i-Connect solution in the final quarter of 2015 and went live in February 2016 with 15 employers.

After uploading its data file onto i-Connect, the RBWM completed its end-of-year return to the Pension Fund in March. This was in contrast to its previous end-of-year returns, which usually ran into July and generated hundreds of queries.

The Pension Fund's end-of-year return was also completed in March. In previous years, the end-of-year return usually generated an average of 1,000 queries, which required investigation.

In the first three months, a total of 12,900 member updates have been automated, in addition to the monthly uploads of pay and contributions values for circa 3,000 employees across 15 payrolls.

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We are still monitoring the results; however, the pilot has proven successful with a further four of our employers, amounting to a further 9,000-plus pension records, now looking to adopt i -Connect in the next year.

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Technical Analyst for the Royal County of Berkshire Pension Fund



The Benefits

Fast, secure
submission of
monthly payroll
data

Significantly reduced
administrative burden

Efficient membership
data updates

Improved service to
members

Productivity gains for
both the administration
team and employers



The Outcome

Reports reduced from 735 a year to 180

i-Connect has significantly reduced the number of reports the payroll team now produces, from 735 a year to 180, as well as reducing the number of pension forms that needed to be completed.

Increased savings through automation

With the pilot now complete, both the Berkshire Pension Fund and the Royal Borough of Windsor and Maidenhead are looking to build on their success; Berkshire Pension Fund is reaching out to other councils and employers in the fund to increase their savings by automating the Data Exchange process for the employers.

Days of effort cut by more than half

The Royal Borough of Windsor and Maidenhead is now implementing the latest i-Connect multi-payroll functionality to decrease its days of effort further, from two days to half a day per month, by combining the 15 payroll files into one submission.

