

Official

South West Regional Police Pensions Board

Thursday 4 March 2021 at 10:00am

Virtual meeting held via Microsoft Teams

Attendance

Ian Pollitt (Independent Chair)

Esther Lee (Minute Taker)

Member Representatives

Jim Purkiss (Devon and Cornwall Federation)

Jon Stratford (Gloucestershire, Chief Police Officers Staff Association) (from 01/21/09)

Paul O'Brien (National Association of Retired Police Officers)

Peter Land, (Avon and Somerset, Federation)

Anthony Hart (Devon and Cornwall Superintendents Association)

Robin Hobbs (National Association of Retired Police Officers)

Employer Representatives

Peter Skelton (Gloucestershire)

Nick Adams (Avon and Somerset)

Richard Hicks (Professional Advisor, Devon and Cornwall & Dorset)

Steve Mackenzie (Dorset)

Sarah Holbrook (Wiltshire)

Sandy Goscomb (Devon and Cornwall)

Guests

Shirley Cuthbert (Peninsula) (for 01/21/08a only)

Paul Mudd (XPS) (for 01/21/08b only)

Apologies

Clive Barker (Wiltshire, Employer rep)

Graeme Hall (XPS)

01/21/01 Introductions and Apologies, Declarations Conflict of Interest, [FOIA open]

Ian Pollitt welcomed members, confirming the meeting was quorate and there were no declarations of conflict of interest.

The Terms of Reference for the Board stated that the membership should consist of 5 employer and 5 member representatives. Work had been undertaken outside of the meeting to ensure membership was at the correct level, reaching agreement that Peter Land would join as a permanent member representative for the Police Federation.

Peter Skelton, as a founding member of the Board was due to retire, therefore the meeting would be his last. Thanks, from all members were expressed for Peters contribution to the success of the Board.

The need for a Vice Chair to be appointed was raised with confirmation that Richard Hicks had volunteered. Any further nominations for Vice Chair should be submitted to the Chair prior to the next meeting. A decision on the Vice Chair position would be made at the June 2021 meeting.

For action by:

All members

Agreed 1 June 2021

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01/21/02 Minutes from the last meeting held on 17 December 2020 [FOIA Open]

The draft minutes from the meeting held on 17 December 2020 were agreed as a true and accurate record.

01/21/03 Action Log [FOIA open]

The Chair presented the action log, highlighting the following updates:

a. Action 87 – Budget (previous reference 01/20/05 and 03/20/31b)

A regional agreement remained in place but the position regarding contributions made, or outstanding, needed to be explicitly set-out; this would be instigated by Richard Hicks, providing each of the Finance Directors with totals owed.

Action carried over

b. Action 110 - Update of Risk register - commissioning of Audit (previous reference 02/20/23 and 03/20/31e)

The need for an audit was discussed with consideration that when the Pension Administrator contract came up for tender, completeness of payments could be included. As the Directors met regularly it was felt that they could decide to request an audit at any point in the future. Action remitted to Finance Directors to deal as necessary.

Action closed

c. Action 118 - Regional Pension Scheme Administration - Performance - Penetration testing and accuracy of payments (previous reference 02/20/24 and 03/20/31k)

Update as above

Action closed

d. Action 123 – Training and Knowledge of Board members – Pension Providers Toolkit e33(previous reference 03/02/32)

No further action was required regarding training updates.

Action closed

e. Action 124 – Review of Risk Register – IT provision for Administrators (previous reference 03/20/35)

Item covered at minute reference 01/21/09

Action closed

f. Action 125 – Administer quarterly performance – complaints (previous reference 03/20/37)

The Board considered the action had been completed by XPS and the data was shown in the quarterly report.

Action closed

g. Action 126 – SAB Submissions – Opt Out Data checks (previous reference 03/20/38)

Peninsula had provided Opt Out figures and the desire remained to have similar data across the region from both Administrators and in a consistent format. Activity to continue to emulate data to share with members at the next meeting.

Action carried over

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h. Action 127 - McCloud Remedy Consultation - recruitment of regional Pension Remedy Lead (previous reference 03/20/39)

Update provided at 01/21/04

Action closed

i. Action 128 - McCloud Remedy Consultation - Communication with the Board (previous reference 03/20/39)

Update provided at 01/21/04

Action closed

01/21/04 Update on McCloud Remedy Consultation [FOIA open]

Sandy Goscomb provided an update to the meeting as the Chair of the Regional Pension Remedy Group highlighting the following for discussion:

- The NPCC comms around the recent Treasury consultation response were considered to be helpful and all members were urged to make themselves aware.
- All eligible members would revert to the legacy scheme for the entirety of the Remedy period (2015-22)
- Tapering for officers would continue as primary and secondary legislation was not currently in place.
- Legal, software and administrative changes were required to implement that change, therefore the decision could not be applied immediately
- The uplift in resources at the NPCC was welcomed as it saw tighter co-ordination of Force activity at a national level.
- The four Force Remedy Team had delayed the appointment of a Regional Remedy Implementation Lead until a full understanding of the NPCC's requirements of the post was reached.
- Overall, the four Forces considered themselves to be in a good position moving forward.
- Comms were available to both serving and retired officer via the SW Pension Website.

The discussion was opened to members with confirmation from the Superintendents Association that they would share the website detail with members and had received a small number of questions from members, which had been dealt with. Likewise, the Federation looked to keep members informed and considered that most of their queries came from officers who were near to retirement.

Avon and Somerset continued to work with Peninsula in a similar way to the rest of the region and confirmed that most of the questions they had received related to Tapering, Immediate Detriment and those planning to retire in the short term. Work continued to ensure data sets were up to date and available for future activity.

There was general understanding that there were many unknowns, such as tax concerns etc however until legislation was in place, change was hampered.

An email address for officers within Devon & Cornwall and Dorset had been created and work was continuing regionally with XPS regarding how questions would be dealt with.

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NARPO representatives acknowledged that there was already a lot of information available to members and therefore did not propose to add to, and possibly confuse agreed communication lines.

01/21/05 Training / Knowledge of Board Members [FOIA Open]

Members received confirmation there was no new training requirements for members and that Richard Hicks remained a point of reference for anyone requiring support.

01/21/06 The Pension Regulator [FOIA Open]

No new items had been raised with the Pension Regulator.

The TPR survey information from the five Forces had been submitted and it was hoped next year a consolidated response would assist in ensuring consistency of submissions.

Richard Hicks agreed to complete a draft for Forces of some front-loaded information in readiness for the next TPR survey to ensure standardisation.

For action by: Richard Hicks

The need for a succession plan had been raised within the TPR Survey. Richard Hicks would draft a plan to be shared with members at the next meeting.

For action by: Richard Hicks

01/21/07 Pension Compliance and Performance Group [FOIA closed s.43 (2) Prejudices the commercial interests of any person including the public authority holding it]

Members received a verbal update with confirmation that Eyan Naylor had returned to post and had produced the quarterly report on activity undertaken by the Pension Compliance and Performance Group.

Sandy Goscomb left the meeting.

01/21/08 Regional Pension Scheme Administration - Performance [FOIA closed s43 Commercial Interests]

a. Peninsula quarterly performance report

b. XPS quarterly performance report

John Stratford joined the meeting.

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01/21/09 Review of Risk Register [FOIA Open]

The Board received a verbal update confirming the Board's Risk Register with the following areas highlighted:

Risk Area 1 – Operational

Risk 4 Cyber Attacks would remain red

Risk Area 2 – Strategic

Risk 7 Government changes to scheme (McCloud) would remain red with the expectation of it moving from Risk area 2 – Strategic to Risk area 1 Operational in the future.

Risk Area 3 - The Regulatory and Compliance

Risk 10 Failure to interpret rules or legislation correctly and 11 Conflicts of interest arising in decision making to be reduced to green from yellow.

01/21/10 Formal Complaints [FOIA open]

Gloucestershire had an ongoing complaint relating to Interpretation of Regulations which was being dealt with by XPS. No other complaints were raised for noting.

01/21/11 Update from Chair [FOIA open]

A brief verbal update was provided by the chair with confirmation that the budget announcement yesterday had confirmed Lifetime allowance had been frozen with no inflation link and the annual remained at £50,000.

A new Advisory Board chair was to be announced after Elizabeth France retired in February 2021.

01/21/11 Update from members [FOIA open]

Sarah Holbrook made the Board aware of a paper which had been shared with forces relating to lease arrangements for electric vehicles. Due to how the scheme was set up it would see a reduction in pay which then impacted the pension contribution figure. Long term consequences needed to be understood as it would have a negative impact on pension outcomes.

Gloucestershire were looking to implement the electric vehicle lease scheme and would share papers with members.

For action by:

Peter Skelton

Action discharged

There being no further items for discussion the meeting closed at 12.10pm

Date, Time and Location of Next Meeting

Thursday 1 June 2021 at 10.00am, via Teams and in line with current COVID advice

Agreed 1 June 2021