

South West Regional Police Pensions Board

Thursday 29 April 2026 at 10.29am

Topsham Meeting Room, Exeter Police Station and via Microsoft Teams

Attendance

Ian Pollitt (Independent Chair)

Carrie Chapman (Minute taker)

Robin Wheeler (Professional Advisor – Pension Lead) (Dorset)

Member Representatives

Richard Wand (National Association of Retired Police Officers) (virtual)

Ian Thompson (Superintendents' Association) (virtual)

Ian White (Police Federation) (Gloucestershire) (virtual)

Employer Representatives

David Wilkin (Director of Finance and Resources) (Devon and Cornwall)

Neal Butterworth (Chief Financial Officer) (Dorset)

Matthew Ulyatt (Chief Financial Officer) (Gloucestershire)

Nick Adams (Director of Finance) (Avon and Somerset)

Jane Hiscock (Head of Pensions and Payroll) (Wiltshire) (rep for Robert Thomas) (virtual)

Apologies

Robert Thomas (Director of Finance) (Wiltshire)

John Derryman (Chief Police Officers Staff Association)

Gareth Shackler (Peninsula)

Guests

Natalie Bevan (XPS) (from minute reference 02/26/27)

Kevin Sheil (XPS) (for minute reference 02/26/27 only) (virtual)

Dennis Ledger (McCloud Project Manager) (Metropolitan Police) (for minute reference 02/26/29 only)

Xander Thompson (Peninsula) (for minute reference 02/26/28 only) (virtual)

02/26/17 Introductions and Apologies, Declarations for Conflict of Interests [FOIA Open]

Ian Pollitt as Chair welcomed members and noted apologies. The meeting was not quorate due to the absence of sufficient Member representatives, who had been delayed due to another commitment and would join the meeting in due course. There were no declarations of conflict of interest.

02/26/18 Minutes from previous meeting 29 January 2026 [FOIA Open]

The minutes of the meeting held on 29 January 2026 were agreed as a true and accurate record.

02/26/19 Action and Decision Log [FOIA Open]

- a. **Action 280 Terms of Reference – Links to Minutes** (previous minute reference 03/25/43, 04/25/48l and 01/26/03c)
All forces confirmed they had links set up to the website.
Action closed.
- b. **Action 286 Peninsula** (previous minute reference 04/25/56, 01/26,03g and 01/26/14)
It was noted the auto-enrollment plan lay with employers rather than Peninsula, and the action owner would be amended.
Action to remain open.
- c. **Action 288 Opt-Out Training** (previous minute reference 01/26/03)
Training packs have been provided.
Action closed.
- d. **Action 289 Opt-outs and Auto-Enrollment** (previous minute reference 01/26/12b)
Work was ongoing to refine the letter sent and align the opt-out process with work done by the National Police Chiefs Council (NPCC). The Board noted a coordinated approach was required to ensure consistent messaging.
Action to remain open.
- e. **Action 290 XPS – RSS** (previous minute reference 01/26/13)
Discussion held at minute reference 02/26/27.
Action closed.
- f. **Action 291 XPS – GMP** (previous minute reference 01/26/13)
Discussion held at minute reference 02/26/27.
Action closed.
- g. **Action 292 Underpin** (previous minute reference 01/26/13)
Underpin cases had been completed.
Action closed.
- h. **Action 293 Peninsula – GMP** (previous minute reference 01/26/14)
Discussion held at minute reference 02/26/28.
Action closed.
- i. **Action 294 Peninsula – video** (previous minute reference 01/26/14)
Discussion held at minute reference 02/26/28.
Action closed.

Ian Thompson joined the meeting virtually, making the Board quorate.

02/26/20 Terms of Reference [FOIA Open]

The Board received and noted the Terms of Reference, which were presented for annual review. No amendments were required from the 2025 edition, however further consideration was required regarding the distribution of Board seats to Member representatives. It was note the Chief Police Officer's Staff Association (CPOSA) representative had sent apologies for the previous five

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meetings, and if they were unable to attend their seat could be provided to the Police Federation instead, as the Federation supported the majority of active members.

The Board:

1. Agreed the Terms of Reference.
2. Agreed to a proposal being made to CPOSA for the redistribution of their seat to the Police Federation.

Neal Butterworth would raise the redistribution of the CPOSA seat at the Board to the Police Federation with the CPOSA representative.

For action by: Neal Butterworth

02/26/21 Opt-Outs [FOIA Open]

The Board discussed the issue of members opting-out of pension contributions and the potential of coordinated messaging to highlight the importance of the scheme and benefits of contributing. Identifying a central point to lead the coordination was proving challenging due to concerns about being seen to provide advice. The Federation could be instrumental in encouraging officers to remain in the scheme, and Board members were asked to feedback any promising initiatives to the Board for further consideration.

02/26/22 Scheme Sanction Charges [FOIA Open]

The Board discussed the Scheme Sanction Charges, noting Wiltshire had 23 outstanding cases. All other forces had resolved their cases, and an agreement was in place for XPS to review the Capita cases within two weeks of receiving the purchase order. It was anticipated all cases would be resolved before the 28 July 2026 Board.

02/26/23 Review of Risk Register [FOIA Open]

The Chair presented the Risk Register, which had been reviewed by XPS for consistency. XPS had requested the amendment of the Guaranteed Minimum Payment (GMP) reconciliation risk, to include rectification and equalisation. The Board considered the likelihood scores assigned to Remedy, and it was suggested the risk could be removed once Remedy had been absorbed into Business as Usual (BAU) work. Police Reform would be beneficial to include on the Risk Register, however there was currently no further detail available.

Brief discussion was held regarding a recent circulation from Yorkshire encouraging all National Association of Retired Police Officers (NARPO) offices to circulate a letter on GMP to all members. It was understood GMP wasn't resolved and clarity would be sought.

The following items would be added to the GMP Risk (risk eight) in the Risk Register:

- Rectification
- Equalisation

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The Board discussed the benefits of an update on cyber threat from the administrators, including how they were assuring data safety. Specialist Support Hub would contact the administrators to provide an update on cyber threat to the 28 July 2026 Board.

For action by: Specialist Support Hub

Action discharged.

02/26/24 Pensions Compliance and Performance Group [FOIA Open unless exemptions specified below]

This section has been redacted under the Freedom of Information Act 2000, s.43.

02/26/25 Pension Remedy Overview [FOIA Open]

Remedy appeared to be progressing as expected, and it was noted legal guidance was awaited regarding outstanding cases which were complex. Contingent decisions had not yet been resolved, and the Board queried if the member could appeal a decision made by the Scheme Manager in their absence, and the timelines involved.

On 26 March 2026, the Government published a Written Ministerial Statement confirming how previously paused contingent decision cases should be handled and directing administrators to proceed without the legislation in place.

02/26/26 Formal Complaints [FOIA Open]

Internal Dispute Resolution Procedure (IDRP) figures were included in the administrator reports, and it was noted outstanding IDRPs did not identify any trends or causes for concern.

The Board broke at 10.52am, reconvening at 11.01am. Natalie Bevan joined the meeting in person, and Kevin Sheil joined the meeting virtually.

02/26/27 XPS [FOIA Closed s.43 Commercial Interests]

This section has been redacted under the Freedom of Information Act 2000, s.43.

Ian Thompson left the meeting.

This section has been redacted under the Freedom of Information Act 2000, s.43.

Ian Thompson rejoined the meeting virtually.

This section has been redacted under the Freedom of Information Act 2000, s.43.

Kevin Sheil left the meeting and members broke for refreshments at 11.57am, reconvening at 12.31pm. Xander Thompson joined the meeting virtually.

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02/26/28 Peninsula [FOIA Closed s.43 Commercial Interests]

This section has been redacted under the Freedom of Information Act 2000, s.43.

Dennis Ledger joined the meeting in person.

This section has been redacted under the Freedom of Information Act 2000, s.43.

Xander Thompson left the meeting.

02/26/29 Board Members – Training/ Knowledge GMP Update [FOIA Closed s.43 Commercial Interests]

This section has been redacted under the Freedom of Information Act 2000, s.43.

02/26/30 Pensions Regulator [FOIA Open]

Regular newsletters were issued, however there was nothing of note for the Board to be aware of.

02/26/31 Update from Chair and Summary of Actions [FOIA Open]

The Chair raised the issue of opt-outs and a Police Pensions Scheme Opt-Out Data Collection and Assessment letter published by the NPCC. Specialist Support Hub would circulate the publication with the draft minutes.

For action by: Specialist Support Hub
Action discharged.

The Chair would be attending the Scheme Advisory Board on 13 July 2026, and in turn the Scheme Advisory Board Chair would be attending the 28 July 2026 Board. Board members were encouraged to reach out to the Chair with any issues they would like raised at the Scheme Advisory Board.

Members were thanked for their attendance and Carrie Chapman provided members with a summary of the actions from the meeting.

Date, Time, and Location of Next Meeting

There being no further items for discussion, the meeting closed at 1.18pm. The next Board meeting will be held on Tuesday 28 July 2026 commencing at 10.00am, via Teams.