

South West Regional Police Pensions Board

Thursday 2 March 2023 at 10:00am

Virtual meeting held via Microsoft Teams

Attendance

Ian Pollitt (Independent Chair)

Carrie Chapman (Minute Taker)

Member Representatives

Jim Purkiss (Devon and Cornwall Federation)

Tony Henley (Avon and Somerset Federation)

Anthony Hart (Devon and Cornwall Superintendents Association)

Richard Wand (National Association of Retired Police Officers)

Nikki Watson (CPOSA Rep, DCC Avon and Somerset)

Employer Representatives

Richard Hicks (Professional Advisor, *deputising for Devon and Cornwall*)

Jane Heppel (Gloucestershire) (Joined at 01/23/02)

Neal Butterworth (Dorset)

Nick Adams (Avon and Somerset)

Guests

Paul Mudd (XPS) (for 01/23/12a only)

Shirley Cuthbert (Peninsula) (for 01/23/12b only)

Apologies

Sandy Goscomb (Devon and Cornwall)

Clive Barker (Wiltshire, Employer rep)

Sarah Holbrook (Wiltshire) (Rep for Clive Barker)

01/23/01 Introductions and Apologies, Declarations of Conflict of Interest [FOIA open]

The Chair welcomed Board members, noted apologies, and welcomed Neal Butterworth as a new member. It was noted that Tim Newman had departed the Board as he had left Dorset Police, and there was therefore a vacancy for Deputy Chair. Members were asked to submit any interest for the position to the Chair, for consideration, with Neal Butterworth expressing initial interest.

There were no Declarations of Interest made at the meeting.

01/23/02 Minutes from the last meeting [FOIA Open]

The draft minutes from the meeting held on 1 December 2022 were agreed as a true and accurate record.

Jane Heppel joined the meeting.

01/23/03 Action Log [FOIA open unless exemptions below]

The Chair presented the Action Log, highlighting the following updates:

Official

a. **Action 171 – Chief Constables weekly meeting 25 January 2023 (previous minute reference 04/22/40)**

The Chair informed the Board that he had met (virtually) with the South West Region Chief Constables and informed them of the Boards' work and items of concerns, namely the challenges around McCloud Remedy and the increase in the number of officers opting out of the pension scheme. The Chiefs invited the Chair to a future meeting to provide a progress report.

Action closed.

b. **Action 172 – Training/ Knowledge of Board Members (previous minute reference 04/22/41)**

Members noted that the training register had been completed and the modules would be recirculated where required for new members.

Action closed.

c. **Action 173 – Regional Pension Scheme Administration – Performance – Peninsula quarterly performance report (previous minute reference 04/22/48a) [FOIA Closed s.43 Commercial Interests]**

01/23/04 Training / Knowledge of Board Members [FOIA Open]

The Chair made members aware that a review of training records would be undertaken in due course and arrangements would be made for a guest to attend an upcoming meeting, to provide updates to key areas particularly Pension dashboard.

For action by: Ian Pollitt and Richard Hicks

A query was raised if the Board was subject to the Code of Ethics and Code of Conduct, as training on the subject had not been undertaken previously. It was believed that there were no legal requirements, but the Chair would seek clarity from the Pensions Regulator regarding the Code of Ethics and Code of Conduct. Those in public sector positions were expected to observe the 7 Nolan principles for standards in public life.

For action by: Ian Pollitt

01/23/05 The Pension Regulator [FOIA Open]

Standard engagement continued with the Pensions Regulator (TPR), with no trends or concerns to raise to the Board. The Chair informed the Board that TPR was undertaking work looking at relationship management and was using the Metropolitan Police as a focus to examine how processes, risks and training needs were managed. Any relevant outcomes would be shared with the Board. It was noted consistency across Pensions Boards was required and a suggestion was made that members could sign a document to acknowledge they understood their role and responsibilities as members.

01/23/06 Pension Compliance and Performance Group [FOIA Closed s.43 Commercial Interests]

Official

01/23/07 McCloud Pension Remedy – [FOIA Closed s.43 Legal Professional Privilege]

01/23/08 Review of Risk Register [FOIA Open]

Members discussed the risks featured on the risk register and a review would be undertaken as to which items could be removed or simplified, with an updated version to be circulated to members prior to the next Board 29 June 2023. Once the review was complete, the top risks could be discussed at future meetings.

For action by: Ian Pollitt and Richard Hicks

01/23/09 Formal Complaints [FOIA Open]

Concerns were raised regarding the recording of complaints and whether these were received through an informal process and thus, had not been reported to the Board, as NARPO had been made aware of two such incidents. It was queried if data was available to track call centre performance and if issues were in place affecting response times to emails, which could lead to further complaints.

Richard Wand would forward details of the specific complaints which had not been reported to the Board to Jane Heppel to progress.

For action by: Richard Wand

01/23/10 Updates from the Chair and matters raised by the Board for discussion [FOIA Open]

The Chair informed members that the NPCC had awarded ISIO pension management service a contract to review schemes and governance across England and Wales, and an extensive questionnaire had been circulated to all Forces. A number of Pension Board Chairs were due to be interviewed in the coming weeks. It had been proposed a National Pension Board could be formed rather than the current arrangement of multiple Boards. However, discussions were ongoing and would likely be further informed by the current survey findings; updates would be provided as they became available from NPCC.

A legal decision had been taken to remove the requirement for a medical examination to join the Police Pension Scheme, although the requirement for the exam to join the Force remained. An auto-enrolment exercise would be conducted in July 2023, but it remained uncertain if the change could be applied retrospectively.

A further decision aimed at part-time Officers to allow those who worked less than 40 hours to have all their time pensionable needed clarification regarding retroactive application and regulations. Ian Pollitt would seek clarity of the change and provide an update to members.

For action by: Ian Pollitt

Work was continuing by the Chair to develop a reduced contribution pension scheme to combat the high opt-out rate due to cost, and a draft proposal would be presented to the Metropolitan Police Commissioner. If the scheme was approved, it was expected to be delivered nationally and further updates would follow.

Official

The Board adjourned for a comfort break.

01/23/11 Regional Pension Scheme Administrators – Performance [FOIA Open]

Members briefly discussed the reports received from XPS and Peninsula, which had been circulated prior to the meeting. It was noted there was an error on the Peninsula report relating to opt-out figures which had been corrected, but the amended report had not been made available to the Board. Online take-up figures were positive and GMP was expected to be completed in April 2023. The metrics presented were promising, but concerns remained regarding how informal complaints were recorded, monitored, resolved and reported.

01/23/12 Regional Pension Scheme Administration - Performance [FOIA closed s43 Commercial Interests]

Date, Time and Location of Next Meeting

29 June 2023 with the expectation of meeting in person (venue to be advised), alongside an opportunity to join remotely.