

Official

South West Regional Police Pensions Board

Thursday 5 September 2024 at 10.00am

Via Microsoft Teams

Attendance

Ian Pollitt (Independent Chair)

Danielle Pearce (Minute taker)

Member Representatives

Richard Wand (National Association of Retired Police Officers)

Jim Purkiss (Police Federation) (Devon and Cornwall)

Antony Hart (Superintendent's Association) (Devon and Cornwall)

Tony Henley (Police Federation) (Avon and Somerset)

Employer Representatives

Richard Hicks (Pension Lead – Professional Advisor (Deputy employer rep for Dorset and D&C)

Neal Butterworth (Chief Financial Officer) (Dorset)

Dawn Young (Director of Finance) (Wiltshire)

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

Alexandra Garfath-Cox (Head of Finance) (Gloucestershire)

Guests – all virtual online attendees

Graeme Hall (XPS Pensions) (for minute reference 03/24/38 only)

Natalie Bevan (XPS Pensions) for minute reference 03/24/38 only)

Shirley Cuthbert (Peninsula) (for minute reference 03/24/39 only)

Emma Sanders (Peninsula) (for minute reference 03/24/39 only)

03/24/28 Introductions and Apologies, Declarations for Conflict of Interests [FOIA Open]

The Chair welcomed members to the meeting and introductions were completed, with members noting that the meeting was quorate. No declarations of interest were made.

The seat on the Board reserved for a representative of the Chief Police Officers Staff Association (CPOSA) was currently vacant. The Chair would contact Chief Constables regarding a nomination.

For action by: Ian Pollitt

03/24/29 Minutes of the previous meeting 6 June 2024 [FOIA Open]

The minutes from the meeting held on Thursday 6 June 2024 were agreed as a true and accurate record.

03/24/30 Action Log [FOIA Open unless exemptions specified below]

The Chair presented the action log, and highlighted the following updates:

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Richard Wand joined the meeting.

- a. **Action 211 Board Members Training (previous minute reference 01/24/04)**
Ian Pollitt advised members that new training documents had been completed and distributed. A briefing was provided at minute reference 03/24/34.
Action to remain open.
- b. **Action 212 Scheme Sanction Charges [FOIA Closed s.22 Information Intended for Future Publication] (previous minute reference 01/24/06)**
- c. **Action 214 XPS Updates [FOIA Closed s.43 Commercial Interests] (previous minute reference 01/24/10)**
- d. **Action 216 XPS Updates [FOIA Closed s.43 Commercial Interests] (previous minute reference 01/24/10)**
- e. **Action 219 New Board Documents (previous minute reference 02/24/17)**
New Terms of Reference would be adopted from 5 September 2024.
Action closed.
- f. **Action 220 Scheme Sanction Charges [FOIA Closed s.43 Commercial Interests] (previous minute reference 02/24/18)**
- g. **Action 221 Board Members – Training/Knowledge of Board Constitution – Board Upcoming Changes/Departures and Service acknowledged [FOIA Closed s.43 Commercial Interests] (previous minute reference 02/24/20)**
- h. **Action 222 Board Members – Training/Knowledge of Board Constitution – Board Upcoming Changes/Departures and Service acknowledged [FOIA Closed s.43 Commercial Interests] (previous minute reference 02/24/20)**
- i. **Action 223 Risk of Review Register (previous minute reference 02/24/21)**
Work completed.
Action closed.
- j. **Action 224 Review of the Risk Register The Specialist Support Hub would circulate the revised Risk Register to all Board members. (previous minute reference 02/24/21)**
Work completed.
Action closed.
- k. **Action 225 Letter to Opt Outs (previous minute reference 02/24/21)**
Update provided on the letter. The letter had been approved by staff associations and had been sent to the Metropolitan Police's Communications Team and was in a holding pattern at present. When the letter had been approved Ian Pollitt would advise the Board and would provide copies as well as sending it out to members.
Action closed.
- l. **Action 226 Peninsula Performance [FOIA Closed s.43 Commercial Interests] (previous minute reference 02/24/23a)**

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- m. **Action 227 Peninsula - Remedy [FOIA Closed s.43 Commercial Interests] (previous minute reference 02/24/23b)**
- n. **Action 228 XPS Remedy [FOIA Closed s.43 Commercial Interests] (previous minute reference 02/24/24b)**
- o. **Action 229 XPS Remedy [FOIA Closed s.43 Commercial Interests] (previous minute reference 02/24/24b)**
- p. **Action 230 XPS Remedy [FOIA Closed s.43 Commercial Interests] (previous minute reference 02/24/24b)**
- q. **Action 231 XPS Remedy [FOIA Closed s.43 Commercial Interests] (previous minute reference 02/24/24b)**

03/24/31 Scheme Sanction Charge [FOIA Open]

Richard Hicks made members aware there had been a contract variation and calculations to facilitate a review in Devon and Cornwall and Dorset ahead of resubmission and collaboration with XPS, A query was raised concerning interest, and refunds would have standard required 3% interest applied. National Association of Retired Police Officers (NARPO) had circulated an e-mail to all members providing an SSC update; the support of the staff associations to manage expectations and as a helpful conduit was appreciated. Dawn Young would secure the needed data from XPS so that Wiltshire could similarly undertake an SSC refunds exercise; and Dawn Young would liaise with Richard Wand to facilitate suitable member communications.

03/24/32 Pensions Compliance and Performance Group Updates [FOIA Open]

Richard Hicks gave a verbal summary of the discussions from this tactical level group which sits quarterly. Members were advised a compliance template submitted to the NPCC Annual Benefit Statements (ABS) Redeemable Service Statement (RSS) and Service Level Agreement (SLA) would provide consistency and transparency regarding how many estimates were created. Additionally, the NPCC website had been updated with frequently asked questions, which members would be directed to. A guide was also available advising members when they would receive ABS and ABS circulation was ongoing.

During discussion the following actions were created:

1. Richard Hicks would email correspondence to Staff Associations and members to explore the adoption of the recording of calls to XPS - how XPS Pensions call handlers were performing in terms of communications with members during phone calls and to establish quality/quantity on how members were being treated.
For action by: Richard Hicks
2. Richard Hicks would link in with XPS for Wiltshire, Gloucestershire, Devon and Cornwall and Dorset for the coordination of submissions regarding the annual scheme returns that was required by the Pensions Regulator.
For action by: Richard Hicks

03/24/33 Formal Complaints [FOIA Open]

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Brief discussion was held regarding formal complaints received, noting that the XPS report was not available for review ahead of time, however no complaints had been received for XPS. One complaint had been received for Peninsula in August 2024, however the report presented to the Board included data until July 2024 and so would not include this complaint. Overall formal complaints for the region were low.

03/24/34 Board Members – Training/Knowledge of Board Constitution [FOIA Open]

The Chair reminded members of the importance of completing the training forms.

03/24/35 Pensions Dashboard [FOIA Closed s.22 Information Intended for Future Publication]

03/24/36 Review of Risk Register [FOIA Open]

The Board reviewed the risk register, noting that relevant items were included on the agenda for discussion.

Dawn Young left the meeting.

Members were content with the existing layout of the risk register and considered if ill-health retirement should be captured as a risk, however it was felt further clarity was needed regarding the timeliness with which ill-health retirements were processed. Ian Pollitt would investigate ill-health retirement to consider if it should be captured on the risk register, including injury awards.

For action by: Ian Pollitt

Members discussed delays in processes which were impacting customer experience, and queried if there was a cause for the extended delays seen.

Jim Purkiss would undertake research to ascertain what had changed in terms of new joiners, re-joiners and associated statistics and would there be anything to deliver from an administrators perspective. An update would be given to the South West Pension Board 18 December 2024.

For action by: Jim Purkiss

03/24/37 Pension Remedy – Overview [FOIA Closed s.43 Commercial Interests]

03/24/38 XPS [FOIA Closed s.43 Commercial Interests]

03/24/39 Peninsula [FOIA Closed s.43 Commercial Interests]

03/24/40 Update from Chair and Summary of Actions [FOIA Open]

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Ian Pollitt made board members aware of wider pension discussion being highlighted in the press ahead of the Government's budget in October including potential changes to tax relief for contributions.

Danielle Pearce provided members with a verbal summary of actions from the meeting.

Date, Time, and Location of Next Meeting

There being no further items for discussion the meeting closed at 1.50pm.

The next Board meeting will be held on Wednesday 18 December 2024 commencing at 10.00am, with a location in Exeter.