

# South West Regional Police Pensions Board

Thursday 1 December 2022 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)

Anthony Hart (Devon and Cornwall Supt Association)

Nikki Watson (CPOSA Rep, DCC Avon and Somerset)

Tony Henley (Avon and Somerset Federation)  
Richard Wand (National Association of Retired Police Officers)

## Employer Representatives

Sandy Goscomb (Devon and Cornwall)

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

Sarah Holbrook (Wiltshire) (Rep for Clive Barker)

Tim Newman (Dorset) (Joined at 04/22/48)

Nick Adams (Avon and Somerset)

Jane Heppel (Gloucestershire)

## Guests

Paul Mudd (XPS) (for 04/22/48b only)

Shirley Cuthbert (Peninsula) (for 04/22/48a only)

## Apologies

Paul Mills (CPOSA Rep)

Graeme Hall (XPS Pensions)

Clive Barker (Wiltshire, Employer rep)

## 04/22/38 Introductions and Apologies, Declarations Conflict of Interest, [FOIA open]

The Chair welcomed Board members, confirming the meeting was quorate, and noted apologies. The quarterly report had been received from XPS on the morning of the meeting and had been shared with members.

There were no Declarations of Interest made at the meeting.

## 04/22/39 Minutes from the last meeting [FOIA Open]

The draft minutes from the meeting held on 8 September 2022 were agreed as a true and accurate record.

Nikki Watson joined the meeting.

## 04/22/40 Action Log [FOIA open unless exemptions below]

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

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- a. **Action 136 – Succession Planning (previous reference 02/21/16, 03/21/26c, 04/21/41b, 01/22/03b and 02/22/a)**  
It was noted that all Scheme Managers had replied to confirm they were content for their relevant membership to be extended, with the exception of Wiltshire who were to be hastened.  
**Action discharged.**
- b. **Action 165 – McCloud Pension Remedy (previous reference 03/22/31) [FOIA Closed s.43 Legal Professional Privilege]**  
**Action discharged.**
- c. **Action 168 – Opt Out figure validation (previous minute reference 03/22/37b)**  
Item closed as completed.  
**Action discharged.**

The Chair informed members that he was due to speak at the Chief Constables' weekly meeting on 20 January 2023 to update them on the work undertaken by the Board and raise concerns regarding the high pensions opt-out rate amongst new joiners. Members would notify Ian Pollitt in advance of any points they wished to be raised, and a list of suggested points would be circulated to members a week prior to the meeting.

**For action by: Ian Pollitt**

**04/22/41 Training / Knowledge of Board Members [FOIA Open]**

No new training subjects had been identified for members to complete and the training record tab was up to date. Richard Hicks would ensure the link to the training materials was circulated to all new members, including the new CPOSA representatives.

**For action by: Richard Hicks**

**04/22/42 The Pension Regulator [FOIA Open]**

Standard engagement continued with the Regulator, with no trends or concerns to raise to the Board.

**04/22/43 Pension Compliance and Performance Group [FOIA Closed s.43 commercial interests]**

**04/22/44 McCloud Pension Remedy – [FOIA Closed s.43 Legal Professional Privilege]**

**04/22/45 Devon and Cornwall Police Pensions in Payment – Audit [FOIA Open]**

Richard Hicks provided an update to the Board, reminding members that a selection of Devon and Cornwall records had been checked at the request of several pensioners; some had been found to be in error and they had since been corrected, or notified where appropriate. The amounts in error

## **Official**

were generally small. The Board noted the issues had been addressed and rectified for those pensioners who had raised doubts about their pensions and the Force and XPS would continue to address any similar requests in the future as business as usual.

An additional audit of a sample of pensions in payment undertaken by the South West Audit Group had found that pensions were being paid correctly. It was noted that the ongoing GMP reconciliation work had identified a number of errors in pension records. As a result, it was agreed that an additional project was not required as the GMP work provided sufficient assurance and additional projects should not be considered until the GMP project with findings was concluded.

### **04/22/46 Review of Risk Register [FOIA Open]**

The Chair confirmed that the Risk Register was up to date and considered all risks to be correctly categorised. The Board was invited to comment. No requests were made to amend the Register.

### **04/22/47 Formal Complaints [FOIA open]**

No significant issues, overall trends, or concerns were raised to the Board. It was clarified that formal complaints were classed as those raised under the Internal Disputes Resolution Process (IDRP).

### **04/22/48 Regional Pension Scheme Administration - Performance [FOIA closed s43 Commercial Interests]**

#### **a. Peninsula quarterly performance report**

*The Board adjourned for a comfort break.*

#### **b. XPS quarterly performance report**

### **04/22/49 Updates from the Chair and matters raised by the Board for discussion [FOIA Open]**

A legal challenge had been issued by Staff Associations regarding the valuation of contributions which was due to be heard in Court in December 2022 by judges, and the Chair would keep the Board informed.

The Chair informed members that he had been invited to speak at the NPCC Scheme Manager Steering Group on the possibility of introducing a reduced pension contributions scheme for reduced benefits. The idea stemmed from the Chair's involvement with the Metropolitan Police which was experiencing a worrying increase opt-out rates amongst new recruits. It was believed the high cost of membership was a barrier to new recruits. The Chair, who also chaired the Metropolitan Police Pension Board, suggested that the reduced contribution rate could be time limited and restricted to new Officers only. The Chair agreed to keep the Board informed of the work.

Carrie Chapman provided members with details of actions from the meeting.

## **Official**

There being no further items for discussion the meeting closed at 12.02pm.

## **Date, Time and Location of Next Meeting**

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