

LOCAL PENSION BOARD

FIREFIGHTER PENSION SCHEMES



DATE: 21 FEBRUARY 2024

TITLE: SCHEME MANAGER UPDATE

REPORT OF: SCHEME MANAGER

**For Approval
and Noting**

1. PURPOSE

To inform and update the Board.

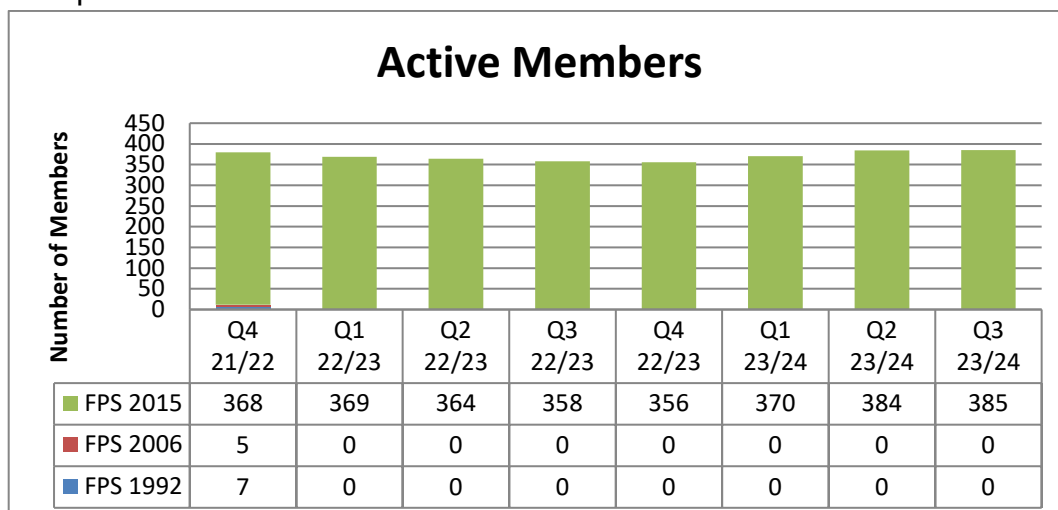
2. UPDATE TO BOARD

2.1 Governance and Administration

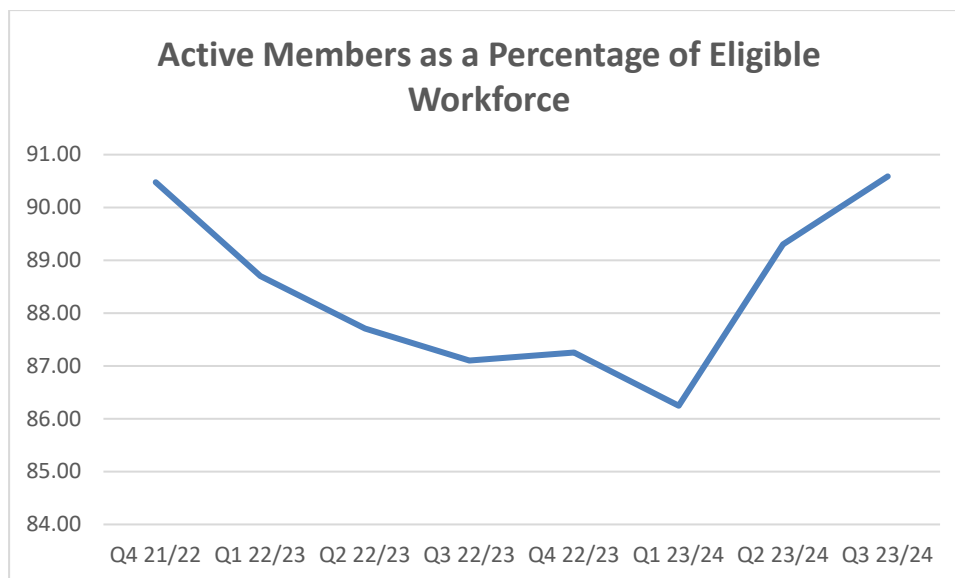
- **Discretions Applied** – none
- **Ill Health** – a Wholetime Crew Manager was retired on ill health grounds on 4 December 2023, they also have an outstanding additional claim for an injury award which is currently going through the IQMP process.
- **Appeals** – none
- **IDRP** - none
- **Membership**

For Information

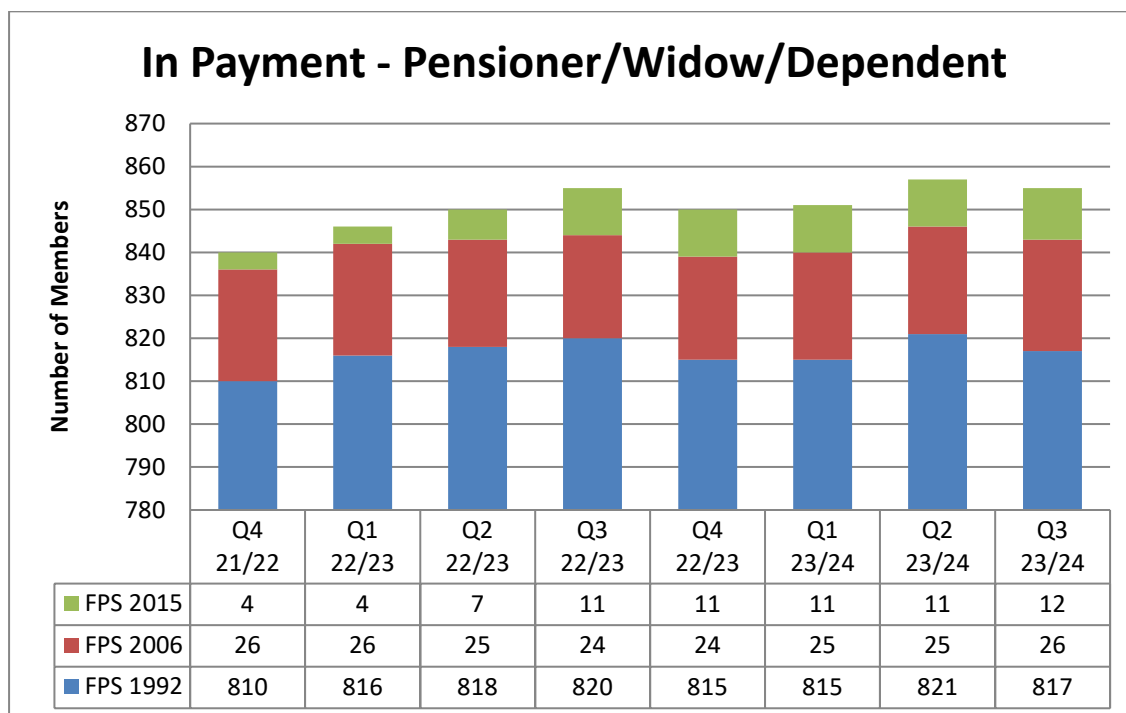
Active Members – The total membership of the schemes as of 31st December 2023 was 385 with all these members now being in the new 2015 scheme. The following chart shows that there has been a small increase in members over the last quarter.



Percentage of Eligible Workforce – 90% of the eligible workforce are currently a member of the pension scheme which is a slight increase on the last quarter and is the highest proportion for 2 years which is positive to see.



Pensioners - The total number of pensions in payment as of 31st December 2023 was 855 with most of these payments, 95%, being from the 1992 scheme. There was a slight decrease in these figures over the last quarter.



2.2 Scrutiny

For Noting

- Breaches of the Law – None
- Cyber Security – there have been no reported breaches
- Compliance - Cyber Essentials Plus (CE+) accredited

2.3 Risk - Appendix 1

For Noting

The Board have a responsibility to take an active role in monitoring the key risks on a regular basis and driving forward improvement. The trend risk register is attached at Appendix 1 for the Boards consideration.

2.4 Sargeant and Matthews – Update

For Noting

Sargeant

Amended regulations came into force on 1st October 2023 and XPS have produced a timeline of when the different member cohorts will be dealt with.

XPS have been provided with all the necessary data to produce the Remedial Service Statements for the 2 ill health retirement cases we have, and work is now ongoing to provide XPS with all the data required for the next priority cohort; those that have already retired of which we have 48 cases.

Work is also being prioritised for immediate retirements.

Additional communications will be published to the workforce early next month following a review meeting with XPS where it is expected we will have a more definitive timeline for cohorts.

Matthews

Amended regulations came into force on 1st October 2023 and LGA have provided a suggested timeline and template documents to be used.

Work is currently ongoing to complete phase 1 and letters have been sent to all eligible members to comply with disclosure requirements.

To satisfy the requirements under legislation that “best endeavours” have been made to trace all members in scope, additional communication to members has been provided via different channels, including drop-in information sessions on stations, articles in Firewire, the Retired FF association, FBU and social media. We have also been able to identify spouses where the member has passed away and address changes where initial letters that have been returned to sender.

The deadline for receipt of expressions of interest from in scope members is 31st March 2024, to date we have received 50 responses of the 88 in scope (57%).

I am satisfied that “best endeavours” are being made but we will continue to push communications in a bid to receive responses from all in scope members and a final assessment will be undertaken after the deadline to determine whether any nil responses would be deemed a potential breach of law.

Work is currently ongoing to test the GAD calculator internally in preparation for the deadline date, after which the work will move to phase 2 – the provision of a statement of costs/benefits to members who have expressed an interest.

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| 2.5 | <u>Scheme Advisory Board (SAB) Levy 2023/24</u> – Appendix 2 | For Noting |
| 2.6 | <u>Local Pension Board Training Sessions 2024</u> – Appendix 3 | For Noting |
| 2.7 | <u>Pensions Update and Legal Issues</u> – Appendix 4 | For Noting |

IAN HAYTON
SCHEME MANAGER