

LOCAL PENSION BOARD

FIREFIGHTER PENSION SCHEMES



DATE: 26 OCTOBER 2021

TITLE: SCHEME MANAGERS REPORT

REPORT OF: SCHEME MANAGER

For Approval and Noting

1. PURPOSE

To inform and update the Board.

2. SCHEME MANAGERS UPDATE TO THE BOARD

2.1 GOVERNANCE AND ADMINISTRATION

Terms of Reference 2021 – Appendix 1

For consideration

As part of the governance arrangements, an annual review has been undertaken on the Boards Terms of Reference.

Substitutions have not previously been established due to the need for appropriate knowledge and skills and the management of conflict of interests. The Board are asked to consider if they wish to establish a substitute for both the Employee and Employer sides. Substitute members would be encouraged to attend meetings as observers, and be able to act as Board members in the absence of one of the full members. They would also be invited to attend training sessions to help improve their knowledge and understanding of pensions issues.

Annual Work Programme 2021/22 - Appendix 2

For Approval

Discretions Applied – none

For Information

Ill Health – none

For Information

Appeals – the appeal that had been received and referred to the board of medical referees which related to a reduction in benefits following an ill health review has now been withdrawn by the member.

For Information

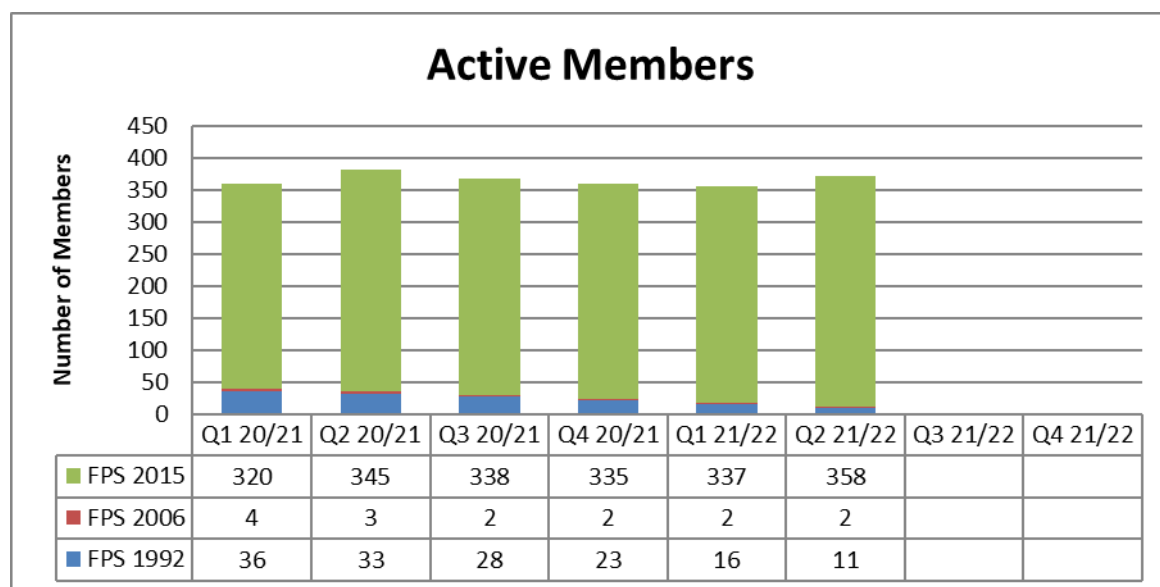
IDRP - the stage 2 dispute which had been received that related to membership of the retained modified scheme was heard by the Executive (Appeals) Committee on 30th July 2021. The original decision was upheld.

For Information

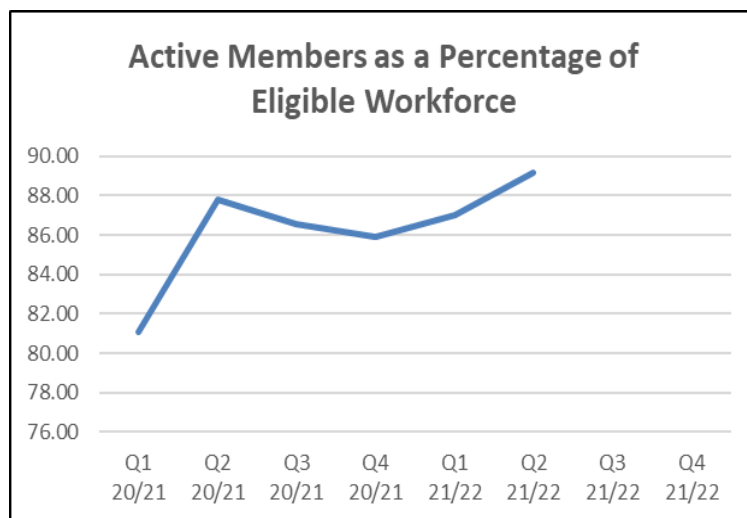
Membership and Movement

For Information

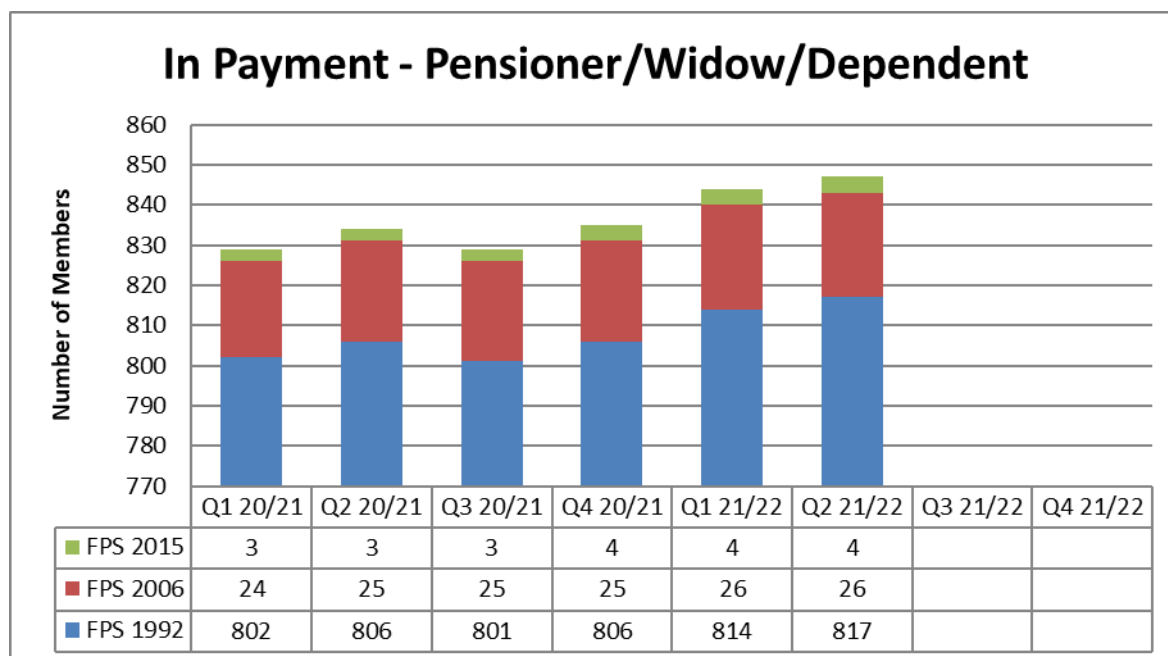
Active Members - The total membership of the schemes as at 30th September 2021 was 371 with the majority of those members, 96%, being in the new 2015 scheme. All outstanding members of the 1992 and 2006 schemes will be transferred to the 2015 scheme on 1st April 2022. The following chart shows that there has been a slight increase in members over the last quarter



Percentage of Eligible Workforce – 89% of the eligible workforce are currently a member of the pension scheme which is slightly higher than at the end of the last financial year.



Pensioners - The total number of pensions in payment as at 30th September 2021 was 847 with the majority of these payments, 96%, being from the 1992 scheme. The chart below shows that there has been a small steady increase in pensions in payment over the last 12 months.



2.2 **Scrutiny**

For Noting

- Breaches of the Law – there have been no notifications of breaches of the law
- Cyber Security – there have been no reported breaches
- Compliance - Cyber Essentials Plus (CE+) accredited

2.3 **Risk** - Appendix 3a, 3b and 4

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 summary and trend risk registers are attached at Appendix 3a and 3b and the remedy register is attached at Appendix 4 for the Boards consideration.

2.4 **Legal Update – Appendix 5 and 6**

For Noting

Age Discrimination Remedy – The Public Service Pensions and Judicial Offices Bill guidance is outlined at Appendix 5 and a 'Drafting Note – The Firefighters' Pension Scheme (England) (Amendment) Regulations 2022' which sets out and explains the proposed changes is at Appendix 6.

2.5 Training and Development

For Information

The Boards development of FPS knowledge and awareness of governance and current issues continues at each meeting as part of the FPS Update.

2.6 FPS Update - Appendix 7 and 8

For Noting

Immediate Detriment – attached at Appendix 7 is the Framework For Managing Immediate Detriment issues and Appendix 8 outlines The Memorandum of Understanding (8 October 2021).

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2.7 FPS Administration – Appendix 9

For Noting

As agreed at the last Board meeting, the Board have adopted the FPS Administration Management and Governance Strategy.

IAN HAYTON
SCHEME MANAGER