

# LOCAL PENSION BOARD

## FIREFIGHTER PENSION SCHEMES



**DATE: 3 AUGUST 2021**

**TITLE: SCHEME MANAGERS REPORT**

**REPORT OF: SCHEME MANAGER**

**For Noting**

**1. PURPOSE**

To inform and update the Board.

**2. RECOMMENDATION**

That the Board present their views.

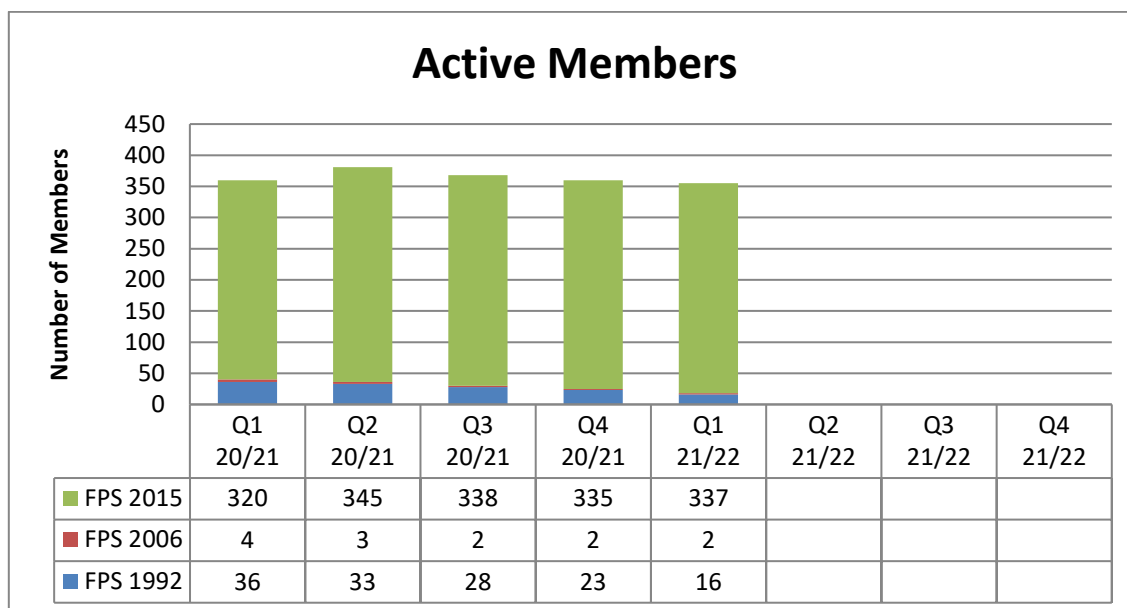
**3. SCHEME MANAGERS UPDATE TO THE BOARD**

**3.1 GOVERNANCE AND ADMINISTRATION**

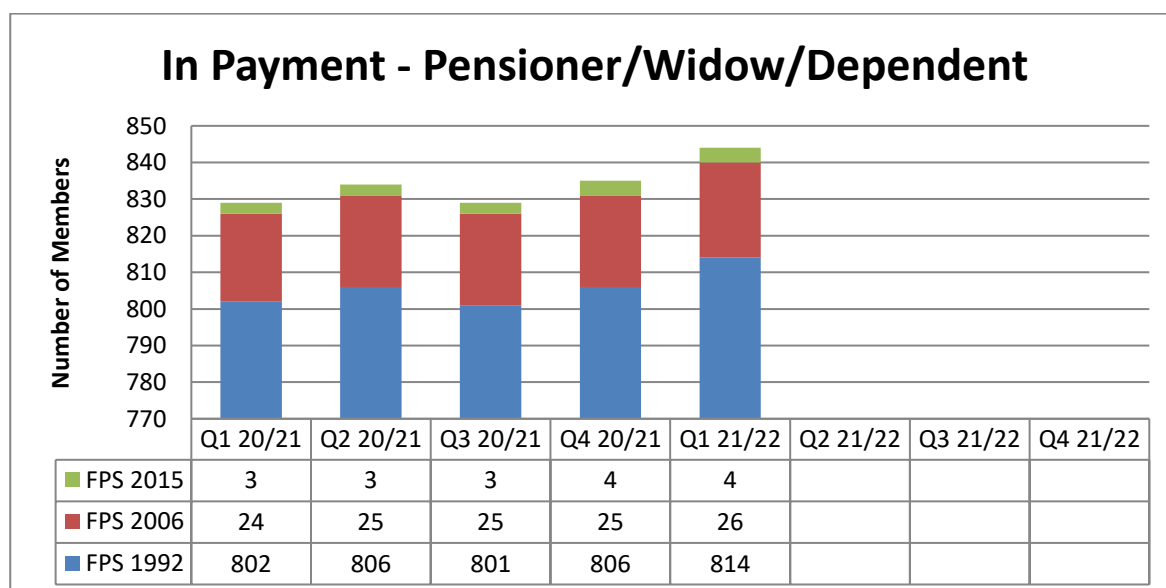
- **Annual Work Programme 2020/21** – no updates
- **Discretions Applied** - none
- **Ill Health** – none
- **Appeals** - one on-going appeal to the board of medical referees which relates to a reduction in benefits following an ill health review, all documentation has been submitted by the member and Brigade to the board and we are now awaiting a date for the appeal hearing to be confirmed by Duradiamond Health.
- **IDRP** - one on-going stage 2 dispute which relates to membership of the retained modified scheme. The dispute was due to be heard by the Executive (Appeals) Committee on 15<sup>th</sup> July 2021; however the meeting was adjourned to gather clarification on an issue, meeting to be reconvened on 30 July 2021.

- Membership and Movement**

**Active Members** - The total membership of the schemes as at 30<sup>th</sup> June 2021 was 355 with the majority of those members, 95%, being in the new 2015 scheme. All outstanding members of the 1992 and 2006 schemes will be transferred to the 2015 scheme on 1<sup>st</sup> April 2022. The following chart shows that there has been a small steady decline in members over the last 12 months.



**Pensioners** - The total number of pensions in payment as at 30<sup>th</sup> June 2021 was 844 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 9 months.



### 3. SCHEME MANAGERS REPORT TO THE BOARD continued ...

#### 3.2 Scrutiny

- Breaches of the Law – there have been no notifications of breaches of the law
- Cyber Security – there have been no reported breaches
- Compliance - we have been informed by XPS that they have been working with an independent organisation to audit their cyber security infrastructure (people, buildings and systems) and have passed the Cyber Essentials Plus (CE+) accreditation.. CE+ is the highest standard recognised by the [National Cyber Security Centre](#).

#### 3.3 Risk

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 1a and 1b and the remedy register is attached at Appendix 2 for the Boards consideration.

#### 3.4 Legal Update

##### **Age Discrimination Remedy**

On 19 July 2021, HM Treasury (HMT) introduced the Public Service Pensions & Judicial Offices Bill (PSP&JO) to the House of Lords. The current version of the Bill is now available . We understand that further information, including the Explanatory Notes, will be added to that page shortly. The PSP&JO Bill sets out in law how the government will remove the discrimination identified by the courts in the way that the 2015 reforms were introduced for some members (i.e. remedy).

This is the primary legislation which closes final salary schemes for accrual past 31 March 2022 and moves all remaining members into FPS 2015, while ensuring that existing transitional protections such as the final salary link and double accrual are retained. More information about how benefits are calculated as a transitional member of the FPS 2015 are available from the [FPS 2015 transition members](#) page of [www.fpsmember.org](http://www.fpsmember.org), including details of how final salary accrual in the FPS 1992 is treated under the [double accrual protection](#).

#### 3.5 Training and Development

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

**3.6 FPS Update****Immediate Detriment**

- Scheme Manager presentation to the Board
- the following updates are attached for the Boards information:
  - Appendix 3 - Home Office document on “McCloud/Sargeant ruling – Guidance on treatment of ‘Immediate Detriment’ cases”
  - Appendix 4 – LGA information note on Immediate Detriment

**3.7 FPS Administration Management and Governance Strategy**

At the LPB meeting on 27 August 2020, the Board discussed and approved the proposed consultation document. At the LPB meeting on 20 December 2020, the Board noted the Scheme Advisory Boards response to the consultation. Appendix 5 details the updated and final response to the consultation and the proposed Administration Management and Governance Strategy for use by LPB’s is attached at Appendix 6.

Members views are sought regarding its adoption into our governance and administration procedures.

**IAN HAYTON**  
**SCHEME MANAGER**