

MEETING : LOCAL PENSION BOARD (LPB)

DATE : 04 November 2020

VENUE : Conference Room 1 & Skype

PRESENT: Steve Beaton (SB)(Chair), Ann Read (AR), Michaela Moore (MM), John Tyrell (JT), Rob Allport (RA)(dialled in), Tracey Stradling (TS)(dialled in), Caz Lee (CL)(Notes)(dialled in)**1.0 APOLOGIES :** Chris Parker (CP)

Ref	Item	Decision/Outcome	Action By
2.0	Agree minutes of last meeting held on 29/07/20 Minutes were reviewed and agreed as a true record.	CL publish and add to internet page.	Done 05.11.20
	Updates on Actions Arising		
2.1	<u>Matthew to follow up with Essex as to what they can offer.</u> Michaela advised that Payroll are receiving administration support from James Durrant in Essex, but they are unable to offer anything with regards to long term support. Group discussed potential options in relation to the next pension provider following LGSS serving notice. Payroll have sent to the paperwork to Procurement this week in relation to the tender, following Matthew's approval. Tracy confirmed an expression of interest went out to other FRS' to see if anyone else was in similar position and wanted join forces. Hasn't been particularly successful as most pension administrators are struggling in the same way LGSS are so have now made the decision to go out to tender on our own, but will share guidance with others who looking to do the same rather than create a framework. West Midlands FRS (WMFRS) are in same position and potentially looking to work with us and then for the future it is on the radar to set up our own company. Tracey advised there is a few things going on at the moment; ready to go out to tender following Karen's return from annual leave and need to make contact with WMFRS. Looking at approximately 3 months to award of tender and then the on boarding of the contract will follow. Tracey acknowledged up against it with the timings and the priority will be to get it out and awarded within the timescale. If nobody comes back wanting to tender, option then is to go into direct negotiations with a company. Market engagement with known providers will be the immediate priority for Karen on return from AL.		

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	Group discussed worst case scenario where no one bids for tender and working with WMFRS doesn't come about. Tracey confirmed LGSS can legitimately say they are out of contract and don't wish to continue, but as pension provision is a statutory requirement we would need to take further legal advice. LGSS contract ends 30 June 2021, therefore have 7 months to get something in place and it was acknowledged that due to the second national pandemic lockdown, it's going to be January before can progress much further. There is a real concern not going to have anyone in place before LGSS contract comes to an end.		
2.2	<u>Agreement Steve to add termination of LGSS pension administration and subsequent arrangements to be added to the Risk Register as high priority.</u> Action complete.		
2.3	<u>Steve to put comms out to staff regarding update on LGSS pension administration.</u> Action complete.	Further communication update to be sent to all staff in January.	SB
2.4	<u>John to send copy of proposed i-Learn/intranet content to members.</u> John sent this out to LPB members this morning. All to review and pass back any comments.		
2.5	<u>Steve to follow up with Gary McClelland regarding session on annual/lifetime allowance.</u> Steve advised got a meeting with Gary and Payroll on Monday next week, if the matter is not addressed during the meeting will bring up with him directly.	Ongoing	SB
2.6	<u>Chris and Rob to complete online training and update spreadsheet for next meeting (carried over).</u>	Ongoing	RA / CP
2.7	<u>John to liaise with M&C Team regarding creation of easily accessible Local Pension Board page on new intranet (carried forward).</u>		

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	John advised once everyone has confirmed happy with the intranet content sent out this morning, will liaise with M&C Team to have it embedded onto the intranet.	Ongoing.	JT
2.8	<u>Michaela to check data score with Sue Merritt.</u> Michaela advised will contact LGSS to update scores as current ones are dated Nov 2019, will have for next meeting.	Ongoing.	MM
2.9	<u>Steve to set up extra LPB meeting to review secondary contracts and agree pensionable pay matrix</u> Steve will set up meeting with Payroll in next few weeks and then will circulate to all. Will be completed and updated ready for ratification at next meeting.	Carry over.	SB
3.	Declarations of Interest None on this occasion.		
4.	Feedback from Training John and Steve provided a brief update from the Firefighter's Pension Scheme Annual Conference and AGM held on 22 and 23 September 2020. There was a lot of talk about the potential remedy; lots of FRS' starting to get information together to be ready when it's needed. Steve advised the Scheme Advisory Board (SAB) have sent a data request in bulletins 37 and 38, wanting to know the number of members who are likely to become eligible for payment of benefits under the terms of the Home Office immediate detriment note. This includes: <ul style="list-style-type: none"> Any member refused ill-health retirement under the FPS 2015 as the lower ill-health criteria was not met; 1992 transition members of FPS 2015 who reach age 55 before 31 March 2022; 1992 transition members of FPS 2015 who reach 30 years' service before 31 March 2022; 		

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	<ul style="list-style-type: none"> 1992 transition members of FPS 2015 who will have 25 years+ service and be over 50 by 31 March 2022. <p>They also want to understand what percentage of the FPS 2015 membership within the immediate detriment (ID) category are likely to be affected by complicating factors, such as divorce or transfers. Deadline for return of the request is 30 November 2020. Michaela confirmed she is liaising with Sue Merritt (LGSS) to obtain the data, this will also be discussed at the meeting on Monday (9th).</p>	<p>Requested data return to be completed and sent by 30 Nov 2020 deadline.</p> <p>Steve to find out who nominated contact at LGSS is for the Sergeant investigation at meeting on 09 Nov.</p>	<p>Payroll/ SB</p> <p>SB</p>
5.	<p>Regional Pensions Group Update</p> <p>Michaela advised last meeting was held on 20 August 20, will send the notes to Caz for circulation. Nothing was discussed of note/weren't already aware of.</p>	<p>Caz to circulate Eastern Region Fire Pension Officers Group notes to LPB.</p>	<p>Done 05.11.20</p>
6.	<p>Review of Risk Register</p> <p>CFRS-#584734-2020 CFRS Pension Board Risk Register</p> <p>Board reviewed the risk register and agreed the following amendments/updates:</p> <ul style="list-style-type: none"> Agreed to increase probability scores (pre and post mitigation) for 'Fire Fighter Administration Provider to be Sourced after current provider has given notice of termination of contract' to 4 – moving it into high risk; Agreed to increase probability scores (pre and post mitigation) for line 22 'Administration process failure/ maladministration' by 1, taking pre to 12, and post to 8. 	<p>Caz to make amendments to Risk Register.</p>	<p>Done 04.11.20</p>

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7.	<p>Review of Issues Log</p> <p>CFRS-#570052-Local Pension Board - Issues Log</p> <p>Group reviewed the Issues log – no updates/amendments.</p>	<p>Steve to liaise with Claire Hey for an LPB update/training session re Sergeant case.</p> <p>Steve to ask Claire for contact details of any FRS that have started recruitment for support to Payroll in relation to Sergeant case.</p>	<p>SB</p> <p>SB</p>
8.	<p>Recent Case Law affecting pension scheme</p> <p>Group discussed Matthews’s vs Kent & Medway which has mean people are able to join 2006 pension scheme retrospectively with effect back to July 2000. CFRS are already doing this, but case remains ongoing to go back further than 2000, will be an issue as won’t have any records prior to 2000. Almost all Fire Authorities will be in same position if this proves to be the case.</p> <p>John sought clarification around retirement, where someone remains On Call after finishing Wholetime role and tax implications. Michaela confirmed the Service recommends a month break due to the tax implications and that details are clear within the Retirement Policy. Should a member wish to opt out of this it would be against advice and would need written confirmation.</p>		
9.	TPR Scheme Return		

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	Michaela advised received the request on 03 November and have until 15 Dec to do return – this will be completed by the next meeting.	Carry forward. Caz to move forward to January in agenda calendar.	MM Done 05.11.20
10.	Annual Benefits Statements (ABS) Payroll confirmed haven't had any queries in relation to ABS' at all – no issues to report.		
11.	End of Year Report	John to produce draft End of year report for ratification at next meeting.	JT
12.	Any Other Business Rob advised been approached by someone seeking clarification in relation to Covid-19. If it was proven the staff member contracted it during work for CFRS, would this be classed as Service related? Ann confirmed this has been raised nationally and is being discussed but there isn't an outcome at the moment. Being considered nationally and is currently with the Home Office.		
13.	Date of Next Meeting 19 January 2021		