

MEETING : LOCAL PENSION BOARD (LPB)
DATE : 25 November 2022 (moved from 15 November)
VENUE : Teams

PRESENT: Steve Beaton (Chair), Stuart Smith, Andrea Batchelor, John Tyrell, Rob Allport, Helen Scargill (WYPF), Caz Lee (Notes)

Ref	Item	Decision/Outcome	Action By
1.	Apologies: Ann Read, Michaela Moore. Tracey Stradling		
2.	<p><u>WYPF Training Session</u></p> <p>Steve thanked Helen for coming to Cambridgeshire and attending the pre-retirement course on 14 November and delivering an Annual Allowance session and second unexpected pre-retirement information session day after on 15th. Feedback and response has been positive from those in attendance.</p> <p>Group discussed and agreed training/discussion session around pensionable pay for at next meeting. Steve advised will be looking to review these with employee rep(s); running through existing list and making any necessary amendments/additions. Will be one addition as now had the new trail TC shift for 2 years from 01/01/23 at 5%. Steve advised he has spoken to Matthew Warren as Scheme Manager and with Jon Anderson and Wayne Swales. Agreed for the duration of the trial the 5% is non pensionable, however if it becomes permanent shift after 24 months this will then be pensionable. Need to ensure this is captured and then put out some comms for the information of those negotiating new duty systems to ensure these come via the LPB beforehand to ensure correct advice is given going forward. John</p>	Steve to organise meeting in January 2023 for LPB to review pensionable pay list.	Steve

	<p>asked why a 24 month trial for TC; Steve confirmed want to see if shift works for CFRS and employees. Will be reviewed at end of 2 years and if both sides happy will become consultation/negotiation for agreement.</p> <p>Steve asked Helen if his understanding is correct that for an individual to be entitled to award under 2006 Compensation Scheme has to not be able to take up employment at point of leaving, or is less than 30 hours. Helen advised doesn't believe this is the case, believe the person must have retired and be permanently disabled occasioned by a qualified injury i.e. for the compensation part, an individual has to have sustained an injury as part of their duties that means they can no longer perform that role. Would ask the IQMP to assess everything at the same time to confirm/ratify this.</p>		
3.	<p>Agree notes of last meeting held on 24/08/22</p> <p>Notes were reviewed and agreed as a true record.</p>	Caz to publish and add to internet page.	Done 25.11.22
	Updates on Actions Arising		
3.1	<p><u>Steve to liaise with M&C re updating intranet page on Pensions (under Payroll area). 24.05.22: All content ready to go, waiting for the new intranet on SharePoint to go live and then will liaise with M&C about setting up dedicated Pension page/section. Ongoing</u></p>	Ongoing - target completion date 31.12.22, communication advising to be sent to all staff.	Steve

3.2	<p><u>Request for members to send ideas for training session at next meeting to Steve.</u></p> <p>Annual Allowance as mentioned earlier - other members to send any ideas/questions through to Steve for next meeting.</p>	Can come off.	
3.3	<p><u>Steve to liaise with Recruitment for timing of Helen's slot on 14/11/22 then Caz can send it out to LPB members diaries.</u></p>	Action complete.	
3.4	<p><u>Caz to circulate final End of Year report to LPB members.</u></p>	Action complete 24.08.22	
3.5	<p><u>Steve to make agreed amendments to register including outstanding risk from point 3.5</u></p> <p>Steve advised been unable to access the Risk Register to make agreements amendments. Caz gave Steve access during the meeting, Steve will do this by COP today following today's meeting and will circulate to LPB members.</p>	Carried over	Steve
4.	<p>Declarations of Interest</p> <p>None to discuss.</p>		
5.	<p>Feedback from Training</p> <p>Steve advised he and John attended FPS Annual Conference and AGM in London on 25 and 26 October. This included various workshops on discretions, pensionable pay etc. Overall outcomes:</p>		

- working on new pension dashboard (looking at 2024 for this), liaising with Helen at WYPF to ensure all information up to date for loading onto dashboard;
- Immediate Detriment update - still hoping legislation will be in place for Oct 2023 to allow processing of Immediate Detriment cases. Caveat that the software also needs to be in place for this (on our Risk Register in case it isn't).

Stuart asked what plans are in place to engage with the workforce before October 2023 to try and explain the impact Immediate Detriment cases will have for WYPF and Helen's team. Helen advised hopefully from new year, will be in position to provide pension estimates to those who are thinking of retiring after Oct 2023 (once legislation in force). Won't be 100% accurate, but hopefully consultation will be accurate and figures will be based on 1992 Scheme. Some of peripheral information might not be available, but in terms of pension figures will be able to provide something good enough to make decisions. Once 1st October 2023 comes, new cases being processed will have to be processed under new legislation, but will also be whole batch of people who retired beforehand who need to be reviewed. Working with HO, LGA and NPCC to put together priority timeline for those people. Will be an 18 month period and can't possibly do all the cases in the first 2 months; looking like deaths in Service will be dealt with first, ill health second. As preparation, CFRS need to look at who retired on ill health (from Helen, believe there are approximately 15) what certificates we have for them and whether they need another one. Believe there is some information coming out from LGA which puts all the ill health into cohorts and will advise whether another certificate is required. Helen advised CFRS can get prepped and be ready if want/have the staff to do so. Would recommend filling out the spreadsheet and sending this to WYPF so can begin to prep ahead of time. Ultimately there will be

	<p>a priority timetable and LGA will be producing communications to try and manage previous member expectations affected by the remedy. Helen will send details of ill health and death in service records to Steve for comparison with own internal lists as starting point. John asked if there will be any sanctions for FRS' who don't meet the target for dealing with Immediate Detriment cases as believe this should be added to the Risk Register. Might know what the targets are, and can prep as much as possible but needs acknowledging might not meet the deadline.</p> <p>Following advice from the conference, John asked if CFRS have a Discretions policy and whether a record of decisions is kept. Steve confirmed don't believe so, something need to put together. Steve will link in with other FRS' to see if they have Discretion Policy in place could view as place to start. John highlighted understands that Matthew Warren authorises discretions at Scheme Manager, but for this Board need a record of those that have been requested, what has been granted and what hasn't - without naming names. Helen advised doing some work on the Discretion policies at the moment looking to colour code them; been sent to LGA for approval before continuing.</p> <p>John advised Abatement and how we review when it has been applied to ensure scrutiny and consistency has been recorded also needs consideration.</p>	<p>Steve to add potential failure to meet Immediate Detriment case deadlines and sanctions to Risk Register.</p> <p>Research with other FRS' on Discretions policy and recording to be completed with a view to creating own following advice at FPS Annual Conference.</p> <p>Steve to consider when/how abatement will be reviewed and considered by LPB.</p>	<p>Steve</p> <p>Steve</p> <p>Steve</p>
<p>6.</p>	<p>Regional Pensions Group Update</p> <p>Nothing discussed.</p>		

7.	<p>Review of Risk Register</p> <p>LPB - Risk Register.XLSX</p> <p>Board reviewed the risk register and agreed changes agreed at last meeting to be made by Steve Beaton ASAP plus addition of potential failure to meet Immediate Detriment case deadlines and sanctions as at item 5.</p>	Steve to make agreement amendments to Risk Register.	Steve
8.	<p>Review of Issues Log</p> <p>See 'Issues Log' tab for updates.</p>		
9 & 10.	<p>Recent Case Law Affecting Pension Scheme and Review of recent LGA Bulletins and WYPF monthly updates</p> <p>FPS Bulletin 61-September 2022.msg FPS Bulletin 62 - October 2022.msg Pension Scheme Transitional Protections Injury to Feelings employment tribunal hearing 14-28 October – hearing vacated.msg</p> <p>Above all circulated to all members since last meeting, Steve provided verbal overview of pertinent content. See Steve's notes for more info (Steve LPB Communications Summary 25.11.22.docx)</p> <p>Group discussed potentially putting out communications encouraging members to remain in pension schemes if at all possible - had higher numbers than usual requesting to leave/opt out of the scheme which believe is linked to cost of living crisis and time of year.</p>		

11.	Pensionable Pay Review (carried over) Covered under point 2.		
12.	Annual Benefit Statements Steve confirmed WYPF have sent these out and been received.		
13.	End of Year Report Completed by John Tyrell and circulated, available in the Teams document folder for last year - LPB Annual Report 2021-2022.docx Preparation of 2022-2023 report to be added to January agenda as will be required for presentation to Fire Authority in April 2023.	Caz to add preparation of 2022-23 End of Year report to next agenda.	Caz
14.	Any Other Business		
14.1	John asked if should consider contacting Rob Allport to see if still wants to be employee representative on the LPB. Hasn't attended a meeting since February 2022, didn't send apologies today and hasn't been involved in discussions/training. At moment John is the only active employee rep, needs more support/assistance.	Steve to make contact with Rob Allport to see if wishes to remain as employee representative on LPB and advertise for replacement as appropriate if not.	Steve
14.2	Andrea confirmed no other concerned to raise other that workload for Payroll already mentioned/discussed.		
14.3	Stuart advised in relation to pension/payroll implications for industrial action, Humberside FRS have done a piece of work/chart showing how much staff might need to pay back and potential impacts to	Stuart to share Humberside FRs chart detailing potential	Stuart/ Steve

	pension should they take part. Stuart will share it with Steve for circulation to staff.	impacts to pension for of IA with Steve for circulation to staff.	
14.4	<p>Helen updates for information:</p> <ul style="list-style-type: none"> • WYPF recently audit update. Audited by Bradford Council on ABS, feedback was that standards of controls are excellent, no none conformities, no observations which was great outcome; • New Managing Director Ewan Miller replacing current Managing Director who is retiring soon; • Employees Pension Fund Representative (PFR) has always been Local Government based but now got one specifically for Fire. David Parrington will be taking on the role; has extensive experience as PFR but no extensive Fire knowledge. His role is employer focussed i.e. not dealing with members - looking at things like regulations, employer training, creation of and updating leaflets/handouts/training documents etc. Basically doing what he can to make role of employer smoother/easier. Will start to hear from him in new year; • Not aware of any breaches from WYPF perspective; • Cyber security and disaster recovery information contained in November report. 	Steve will circulate WYPF November report to LPB members.	Steve
	<p>Date of Next Meeting</p> <p>27 February 2023</p>		