

Due to the current heightened security level at all our premises, Members are reminded to wear their identity badges whilst attending meetings. Any visitors must produce photographic identification at Reception.

LOCAL PENSION BOARD COMMITTEE SUMMONS

SOUTH WALES FIRE & RESCUE AUTHORITY

You are required to attend a meeting of the Local Pension Board Committee **To be held on StarLeaf - Access Code: 45049 74006** on **Monday, 19 October 2020 at 1030 hours**

Please ensure you join the meeting 15 minutes prior to meeting time

Any issues please contact
01443 232000 and ask for Member Services

A G E N D A

1. Apologies for Absence
2. Declarations of Interest

Members of the Fire & Rescue Authority are reminded of their personal responsibility to declare both orally and in writing any personal and/or prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Fire & Rescue Authority's Standing Orders and the Members Code of Conduct.

3. Chairperson's Announcements
4. To Receive the Minutes of:-
 - Local Pension Board Committee Meeting held on 6 July 2020 3
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Signature of Proper Officer:



MEMBERSHIP
Councillors:

S	Bradwick	Rhondda Cynon Taff
L	Brown	Monmouthshire
P	Drake	Vale of Glamorgan
V	Smith	Monmouthshire
R	Bailey	Fire Brigades' Union
D	King	FRSA
R	Prendergast	Association of Principal Fire Officers
S	Saunders	Fire Brigades' Union

SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE LOCAL PENSION BOARD MEETING HELD ON MONDAY 6 JULY 2020 AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS OR REMOTELY VIA STARLEAF

1. PRESENT:

Councillor	Left
S Bradwick (Chair)	Rhondda Cynon Taff
L Brown	Monmouthshire
P Drake	Vale of Glamorgan
V Smith	Monmouthshire
R Bailey	Fire Brigades Union
D King	Fire & Rescue Service Association
R Prendergast	Association of Principal Fire Officers

APOLOGIES:

Mr S Saunders	Fire Brigade Union
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OFFICERS PRESENT:- DFO Sally Chapman - Monitoring Officer
ACO A Reed – Director of People Services, Mr C Barton –
Treasurer, Mr I Traylor – Pensions Service Director, Rhondda
Cynon Taff Borough Council

2. DECLARATIONS OF INTEREST

It was agreed that as there is a requirement to have a balance with FA Members present and employee representative Cllr Drake would take a non voting part in today's meeting. All Members declared a personal non-prejudicial interest in each agenda item which affected their Authority.

3. CHAIR'S ANNOUNCEMENTS

Cllr Bradwick asked that it be noted his and the groups thanks to Cllr Harries who had stepped down from the group, he welcomed Cllr Drake who has joined the board.

4. MINUTES OF PREVIOUS MEETING

The minutes of the previous Local Pension Board meeting held on 20 January, 2020, were received and accepted as a true record of proceedings.

5. LOCAL PENSION BOARD TERMS OF REFERENCE (ToR)

The ACO People Services presented a report which invited Members of the Local Pension Board to undertake the annual review of its Terms of Reference (ToR). Members asked if the word “merely” could be removed from page 9 (3rd paragraph). Also on page 12 item 4 it was requested that the Quorum requirement was further defined and made simpler. DCO Monitoring Officer will check what the legislation states regarding attendees, Vice Chair, member substitute and update at the next meeting.

RESOLVED THAT

Members approved the annual review of the Local Pension Board Terms of Reference with the agreed amendments.

6. LOCAL PENSION BOARD – MEMBERS HANDBOOK

The ACO People Services informed Members that Officers had developed the content of a Members Handbook for the purpose of ensuring all Board Members had the requisite knowledge, skills, and understanding to enable them to fulfil their role on the Board. The presented paper included the first four chapters of the Handbook that were previously approved by the Local Pension Board. Members had previously approved Chapters 1-4 attached to the report. The report contained the new chapters 5 - 11.

RESOLVED THAT

Members agreed to approve Chapters 5 - 11 of the Members handbook attached to the report at Appendix 1. Chapters 1 - 4 were also attached at Appendix 2 for reference.

7. LOCAL PENSION BOARD – FIREFIGHTER PENSIONS ADMINISTRATION: KEY PERFORMANCE INDICATORS AND ADMINISTRATION ACTIVITY

The Pensions Service Director informed Members that the Service Level Agreement (SLA) between South Wales Fire & Rescue Service and Rhondda Cynon Taff Borough Council sets out the manner in which certain duties and responsibilities were expected to be carried out. A key element of the SLA was the reporting on actual performance activity against the agreed key delivery Service Standards. The report was intended to provide Members of the Local Pension Board with an update on key activity undertaken during the reporting period, and to share the performance data for the period 1 April 2019 to 31 March 2020, and 1 April 2020 to 31 May 2020. ACFO Association of Principal Fire Officers passed on thank you from the Rep Bodies to RCT for their continued support.

RESOLVED THAT

- 7.1 Members agreed to note the performance data included at Appendix 1 and 2 attached to the report.
- 7.2 Members agreed to note the relevant pension administrative overview and update included at Appendix 3 attached to the report.

8. UPDATE ON PROTECTED PENSION AGE

The ACO People Services provided Members with a verbal update report on Protected Pension Age. The full paper will go to the FA Meeting on 13 July for information.

RESOLVED THAT

Members agreed to note the verbal update report on Protected Pension Age.

9. INTERNAL DISPUTE RESOLUTION PROCEDURES (IDRP)

The ACO People Services informed Members that the presented report shared the procedure for resolving internal disputes in relation to pension matters. It also provided Members with an

update on the cases that were considered under this procedure during 1 April 2019 to 31 March 2020. It was raised by Members how long was the time limit for contacting the Ombudsman, and it was advised that this would be set out in the decision letter.

RESOLVED THAT

- 9.1 Members agreed to note the procedures for resolving internal disputes.
- 9.2 Members agreed to note the cases considered under the IDR procedure in the period 1 April 2019 to 31 March 2020.

10. FIREFIGHTER PENSION SCHEMES – SCHEME COMPARISONS

The ACO People Services presented a report to Members which highlighted the differences between the Firefighter Pension Schemes. It was discussed whether more information should be added but it was agreed that by giving too much information would complicate and the information provided was intended to give an overview. ACFO People Services and RCT Pensions Service Director would go through details outside of this meeting.

RESOLVED THAT

Members agreed to note the differences as it was helpful to understand these in the context of a range of issues, including how each of the regulations impacted on pensionable pay. These were contained in the table at Appendix A attached to the report.

11. TRAINING SESSION FOR MEMBERS

Officers presented Members with a training session on Local Pension Board issues. ACFO People Services and RCT Pensions Service Director would go through risk details outside of this meeting.

RESOLVED THAT

Members noted and completed the Local Pension Board training session.

12. APPOINTMENT OF DEPUTY CHAIRPERSON OF THE LOCAL PENSION BOARD COMMITTEE

The Chair requested nominations for Deputy Chairperson of the Local Pension Board. Councillor Smith was nominated and seconded. There were no other nominations.

RESOLVED THAT

Councillor Smith was duly elected Deputy Chairperson of the Local Pension Board Committee for the Municipal Year 2020/2021.

13. FORWARD WORK PROGRAMME 2020/2021

The ACO People Services presented Members with the Forward Work Programme for 2020/2021.

RESOLVED THAT

Members agreed to the Forward Work Programme for 2020/2021.

14. TO CONSIDER ANY ITEMS OF BUSINESS THAT THE CHAIRPERSON DEEMS URGENT (PART 1 OR 2)

There were no items of urgent business for Members to consider.

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AGENDA ITEM NO 5

Update on KPI Statistics

-

Author – Ian Traylor – Rhondda Cynon Taff

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To be Presented on the Day

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REPORT OF THE ASSISTANT CHIEF OFFICER PEOPLE SERVICES

LOCAL PENSION BOARD – OUTCOMES OF TRAINING NEEDS ANALYSIS

SUMMARY

The Local Pension Board (LPB) is required to have a Training Strategy to meet the statutory requirements of ensuring all Board Members have the requisite knowledge, skills, and understanding to enable them to fulfil their role on the Board. Members were invited to undertake a Training Needs Analysis (TNA) to support the Training Strategy for the year ahead. This report confirms the training plan for the year ahead.

RECOMMENDATION

That Members agree the headline training activity as described at Appendix 1 attached to the report.

1. BACKGROUND

- 1.1 The Pensions Regulator (TPR) Code of Practice No 14: ‘Governance and Administration of Public Service and Pension Schemes’ identifies that every individual who is a Member of a Local Pension Board must:

Be conversant with:

- the rules of the scheme, and
- any document recording policy about the administration of the scheme which is for the time being adopted in relation to the scheme.

Have a knowledge and understanding of:

- the law relating to pensions, and
- any other matters which are prescribed in regulations.

- 1.2 All individual TNA returns have been reviewed and it is evident that there is a spread of capability across all areas. It is proposed, therefore, that the training strategy provides Members with at least the minimum levels of knowledge, skills and understanding across all areas. Appendix 1 attached to the report provides the headline training activity and will be used to shape the training plan going forward.

2. FINANCIAL CONSIDERATIONS

2.1 There are no significant financial implications from this report.

3. RECOMMENDATIONS

3.1 That Members agree the headline training activity as described at Appendix 1 attached to the report.

Contact Officer: ACO Alison Reed Director of People Services	Background Papers: Appendix 1 – Training Needs Analysis
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APPENDIX 1

SOUTH WALES FIRE & RESCUE SERVICE

Local Pension Board Members

Training Needs Analysis

Ref'	Topic	Area of focus to support the training strategy
A	Background and Understanding of the Legislative Framework of the Firefighters' Pension Scheme	√
B	General pensions legislation applicable to the FPS - An overview of wider legislation relevant to the FPS	√
C	Role and responsibilities of the Local Pension Board	√
D	Role and responsibilities of the Scheme Manager	√
E	Funding and Accounting	√
F	Role and responsibilities of the Scheme Employers	√
G	Tax and Contracting Out	√
H	Role of advisors and key persons	√
J	Key Bodies connected to the FPS – an understanding of the roles and powers.	√

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REPORT OF THE ASSISTANT CHIEF OFFICER PEOPLE SERVICES

**HM TREASURY CONSULTATION ON CHANGES TO 2015 SCHEMES
ARRANGEMENTS**

SUMMARY

In July HM Treasury (HMT) published a consultation document outlining proposals to rectify unlawful age-based discrimination in the 2015 Pensions Schemes. The consultation closed on 11 October 2020. This paper provides the “employers response” to the consultation and is presented for information.

RECOMMENDATION

1. That Members note the ‘employer’s response’ which was submitted in early October. Appendix 1 attached refers.
2. For information, the response submitted by Scheme Advisory Board Wales (SABW) following HMT’s request for technical feedback is attached at Appendix 2 attached to the report.

1. BACKGROUND

- 1.1 In 2018, court cases (Sargeant/McCloud) in respect of the 2015 firefighters and judges’ pension schemes ruled that the arrangements to ‘protect’ those pension scheme members closest to retirement constituted unlawful age discrimination.
- 1.2 In July 2019, the Chief Secretary to the Treasury confirmed that the difference in treatment between protected and unprotected members would need to be rectified across all public sector schemes, for all members within scope.
- 1.3 SABW was invited earlier in the year to provide technical feedback to the Treasury on their two lead proposals. The proposals a ‘Deferred Choice Underpin’ and an ‘Immediate Choice’ would give scheme members a choice between membership of the 2015 Scheme and their previous Scheme for the remedy period. A copy of the Scheme Advisory Board Wales response is attached at Appendix 1.
- 1.4 At its meeting on 24 July, SABW invited members to share their organisation’s response to the consultation with Welsh Government officials, and to provide a separate response from each of their respective organisations. This paper and draft response from South Wales Fire & Rescue Service at Appendix 2 is presented to Local Pension Board Members for review and comment.

2. TREASURY CONSULTATION

2.1 HMT published its full public consultation, including its Equality Impact Assessment, on 16 July 2020. The consultation can be accessed via this link:-

<https://www.gov.uk/government/consultations/public-service-pension-schemes-consultation-changes-to-the-transitional-arrangements-to-the-2015-schemes>

2.2 The key proposals in the consultation document are as follows:

- Members in scope are those who were in service on or before 31 March 2012 and on or after 1 April 2015, including those with a qualifying break in service of less than 5 years, across all affected public service schemes. This is irrespective of whether they have submitted a legal claim or not, or whether they are currently active, deferred or pensioner members.
- The proposals would cover 1 April 2015 to 31 March 2022, which the consultation refers to as the 'remedy period'. After that, all active members – including those who received aged-based protection in 2015 – would transfer into the 2015 schemes. The final salary link for members with service in the 'legacy schemes' i.e. those which existed before 2015, will be retained.
- Members will be able to choose between receiving legacy or 2015 scheme benefits for the remedy period.
- As with the technical consultation, views are sought on two possible approaches to making this choice: an Immediate Choice, or a Deferred Choice Underpin.

3. FIREFIGHTER SCHEMES IN WALES

3.1 Decisions regarding the details of how the discrimination identified by the Court is addressed in the Welsh firefighters schemes for the remedy period are a matter for Welsh Ministers. On this basis, Ministers may decide to consult separately on the consultation. However, at the Scheme Advisory Board (Wales) meeting held on 24 July, 2020, it was confirmed by Welsh Government officials that the HMT consultation sets out fair, clear, and comprehensive proposals for the remedy period to 31 March 2022. It was also stated that consideration to the responses to, and outcome of the HMT consultation, will be considered before consulting on the Wales scheme changes to implement final remedy. In doing so, the views of the Scheme Advisory Board Wales, the Welsh Fire

& Rescue Services, and firefighter representative bodies, will be considered.

- 3.2 HMT has undertaken an Equality Impact Assessment of the consultation proposals. The Welsh Government will complete its own impact assessment as part of its decision making process once the HMT consultation closes. The Welsh Government will then publish its own consultation on detailed scheme changes.

4. LEGISLATIVE IMPACTS

- 4.1 Primary legislation dealing with public sector pension schemes remains reserved to UK Parliament. Therefore proposals to close the legacy schemes on 31 March, 2022, to all members are a matter for HMT. Similarly, issues relating to tax for the remedy period, remain a reserved matter.

5. FINANCIAL CONSIDERATIONS

- 5.1 The consultation document states that the total cost of paying out unfunded public service pension scheme benefits (such as fire schemes) amounted to £41.8 billion in 2018-2019, with most of the costs being met by the tax payer. The costs associated with removing unlawful discrimination are estimated to be in the region of £17 billion for the remedy period. These costs are based on the 2016 valuation data and assumptions. The costs of removing the discrimination will feed into future employer contribution rates once the 2020 scheme valuations are completed.

6. EQUALITY RISK ASSESSMENT

- 6.1 When formulating policy proposals, the UK government is required to comply with the Public Sector Equality Duty in the Equality Act 2010. The consultation document is supported by a comprehensive Equality Impact Assessment document. The consultation document states that some of the proposals may have differential impacts, but the government's current view is that these will not have a disproportionate or otherwise unjustified impact on individuals.

7. RECOMMENDATIONS

- 7.1 That Members note the 'employers response' which was submitted in early October. Appendix 1 attached to the report refers.

7.2 For information, the response submitted by Scheme Advisory Board Wales (SABW) following HMT's request for technical feedback is attached at Appendix 2 attached to the report.

Contact Officer:	Background Papers:
ACO Alison Reed Director of People Services	Appendix 1 – SWFRS Draft Response to HMT on the Consultation on Pensions Tapering Appendix 2 – Firefighter SAB for Wales – Response to Treasury on Age Discrimination Remedy

APPENDIX 1**Employers response to HMT consultation**

Question 1

Do you have views about the implications of the proposals set out in this consultation for people with protected characteristics as defined in section 149 of the Equality Act 2010? What evidence do you have on these matters? Is there anything that could be done to mitigate any impacts identified?

SWFRS response:

The Equality Impact Assessment that accompanied the consultation documents appears to cover all relevant points.

The position relating to 1 April 2022 supports equality from the perspective that all members will be placed into a reformed scheme from this date, regardless of age, race or sex, or any other protected characteristic.

In term of the retrospective changes, the principle of awarding “qualifying service” to those with a break of 5 years will serve to ensure those who have needed to take a period of leave, eg as a result of childcare requirements, would not be discriminated against.

Question 2

Is there anything else you would like to add regarding the equalities impacts of the proposals set out in this consultation?

SWFRS response:

Nothing to add other than to reflect on the equalities impact data. Whilst it is helpful to base decisions on confirmed data, it is also recognised that individuals are not mandated to share their diversity information with their employer. This should be borne in mind when undertaking an equalities impact assessment of the proposals.

Question 3

Please set out any comments on the proposed treatment of members who originally received tapered protection. In particular, please comment on any potential adverse impacts. Is there anything that could be done to mitigate any such impacts identified?

SWFRS response:

In terms of the proposals outlined in the consultation document, the proposed treatment of members who received taper protection appears to meet the requirements of the remedy to the case, which was to remove unlawful age discrimination. By placing the decision into the hands of the individual will allow them to consider which option best suits their individual circumstances. That said, both options outlined in the consultation are quite complex and involve individuals understanding them in detail and making a choice with the default position involving staying in their current scheme and making a decision at retirement.

The proposals suggest that all members, whether originally fully protected, taper protected or unprotected, will be able to choose legacy scheme benefits or reformed scheme benefits for the whole remedy period. They will not however be given the choice to have legacy benefits for some of the period and reformed for the rest and we recognise that this approach seeks to avoid adding further complexity and additional challenge for employers and administrators. This latter point may well be drawn out through the consultation responses.

Question 4

Please set out any comments on our proposed treatment of anyone who did not respond to an immediate choice exercise, including those who originally had tapered protection.

SWFRS response:

As outlined above, it is important for individuals to fully understand the options available to them. As important is the record keeping, so that organisations have a clear audit trail in relation to choices made, including where there hasn't been a choice made.

Question 5

Please set out any comments on the proposals set out above for an immediate choice exercise.

SWFRS response:

This option would see members make an irrevocable decision as to whether to accrue benefits in their legacy or reformed pension scheme for the remedy period. For most members this would be made in the period after the end of the remedy period though may be sooner for some if they take a pension award before 2022. The timeframe proposed for making a decision of 12 months seems appropriate.

The immediate choice option requires a vast amount of work to be undertaken in a short space of time and appears to carry the greatest risk of future challenge because of the requirement to make an immediate choice. Furthermore the associated risks of accurately predicting a scheme member's entitlements to future benefits, could put the Scheme Manager's at risk should assumptions made at this time transpire to be incorrect upon the time of drawing the benefits. However, it does appear to be the easier option to manage from a budgetary and workforce behaviour perspective. Parallel running of systems would be required in order to ensure the schemes run in parallel for the duration of the period remedy. From a resourcing perspective, this option will need additional short-term resources to enable immediate choices to be accommodated.

Question 6

Please set out any comments on the proposals set out above for a deferred choice underpin (DCU)

SWFRS response:

This option would see eligible members accrue benefits in their legacy scheme for the remedy period regardless of whether they originally had transitional protection or not. Individuals would remain members of the legacy scheme, but if they opted for reformed scheme benefits, they would be paid those benefits within the legacy scheme by means of a "statutory underpin". This option provides members with clarity as to what they would receive under each option and so could choose whichever is better for them.

This option would mean that members are better informed of the benefits available to them at the point of retirement and therefore can make a better informed decision. This option appears to lessen the risk of a future legal challenge. The main costs associated with this option appear to be in relation to the setting up of new systems and processes. Extending the choice period to retirement is likely to increase actuarial costs, however, the longer term may provide a smoothing effect. The longer term nature of this option may be challenging for employers in terms of their long term

planning, workforce planning and administrative resourcing. It will be important for member to understand their benefits which may require additional investment in projection tools.

Additional SWFRS response:

From a Service perspective, our view is that any remedy proposal should be easy to administer, cost effective for the tax payer and provide the ability for pension scheme members to clearly understand the choices available to them.

It will be important to ensure individuals fully understand the impact and outcomes described in the consultation document and whilst there are some worked examples, further more detailed examples covering all professions would be helpful.

Question 7

Please set out any comments on the administrative impacts of both options

SWFRS response:

Where schemes are local and unfunded (such as Fire Pensions), the costs of administration, management and governance of the schemes lies with the scheme manager and is borne out of the FRA operating accounts.

As previously stated, from a Service perspective, our view is that any remedy proposal should be easy to administer.

The main areas of consideration from an administrative perspective are:

The implications, from a **software perspective**, will need to be considered, including the lead in time for changes to software. Depending upon the outcome and agreed way forward, the costs may be significant. For immediate choice, there will be considerable software changes in order to cater for an underpin based on FPS 2015 benefits. For deferred choice, additional software changes to continue supporting this choice would be less significant as the bulk of the work is likely to be in calculating the benefits during the “remedy period”. The timescales for the software companies to make changes to the systems are likely to be in the region of at least twelve months.

From a purely **administrative perspective**, there will need to be new processes developed for immediate choice. For deferred choice, whilst the bulk of the cost is likely to be in the set-up costs, there will be a requirement to document instructions and decisions made during the remedy period to ensure those dealing with administering the future scheme have the necessary understanding to process the benefits in accordance with the regulations.

There may need to be manual calculations undertaken for immediate choice and in the short term, the resources required for immediate are likely to need to be increased. For deferred, this may have advantages of being more manageable as the work is spread over a longer period, thereby providing some planning time and also smoothing any costs. It will be important to ensure the timeframes for action and implementation are sufficiently planned so that employers can resource and implement the outcomes of this consultation.

Payroll data will need to be able to be provided with likely more pressure on the immediate choice option. Less so with deferred choice as this would extend the possibility for final salary link so the employer salary data would need to be maintained.

The DCU leaves a degree of uncertainty in the costs and potential liabilities of the scheme going forward. This has practical and cost implications in terms of GAD valuations and audit of the schemes for many years to come. Whether they are 'material' issues in the context of the overall scheme remains to be seen.

Question 8

Which option, immediate choice or DCU, is preferable for removing the discrimination identified by the Courts and why?

SWFRS response:

The deferred choice underpin provides the greatest degree of choice to those affected and appears to remove the discrimination.

Question 9 – does the proposal to close legacy schemes and move all active members who are not already in the reformed schemes into their respective reformed scheme from 1 April 2022 ensure equal treatment from that date onwards?

SWFRS response:

The proposal to move all active members to a reformed scheme from 1 April 2022 appears to achieve an approach based on equal treatment. This option therefore meets the brief of an approach that is free of discrimination on any grounds.

Question 10 – please set out any comments on our proposed method of revisiting past cases.

SWFRS response:

The proposed method outlined here provides parity in the treatment of those currently in receipt of pensions and active scheme members. There may be complexity associated with potential tax implications.

Question 11 – Please provide any comments on the proposals set out above to ensure that correct member contributions are paid, in schemes where they differ between legacy and reformed schemes?

SWFRS response:

In terms of contributions, we recognise that this is a complex landscape. The proposals set out seem to be appropriate in the context of the legacy schemes particularly for firefighters. Where there are monies owed, the repayment period appears to be consistent with the special members exercise whereby members were provided with an option of either electing to pay by lump sum or via periodic contributions over a 10 year period, or up to the point where a member becomes entitled to receive payments of benefits, whichever came earlier. These options had interest included in the values.

The requirement to potentially adjust member contributions twice under the DCU is an additional administrative requirement for both the scheme employer and the scheme administrators.

Question 12 – please provide any comments on the proposed treatment of voluntary member contributions that individuals have already made.

SWFRS response:

Nothing further to add.

Question 13 – please set out any comments on our proposed treatment of annual benefit statements

SWFRS response:

As set out previously, it is important that individuals understand their pension benefit entitlements.

Under immediate choice, it would appear there would be minimal impacts to annual benefit statements following the member's decision as there would be clarity on scheme membership going forward.

If in the future, individuals are likely to receive two different benefits statements, it will be important that all elements, including any tax implications, are accurate. The issue of tax owed and the statutory 4 year time limit will need to be considered.

Question 14 – please set out any comments on our proposed treatment of cases involving ill-health retirement.

SWFRS response:

Member choice for those who have already retired on ill health grounds will provide individuals with options.

For cases where ill-health retirement is in progress, it will be important to prioritise these at the time of implementing the policy approach.

From an administrative and cost perspective, it is likely that additional resources will be needed to review all affected cases, particularly when there will be choice to be made. The Independent Qualified Medical Practitioner (IQMP) will need to be involved in any agreed approach.

Question 15 – please set out any comments on our proposed treatment of cases where members have died since 1 April 2015.

SWFRS response:

The proposed treatment of cases where members have died since 1 April 2015 appears right. Each case would be required to be treated with a degree of sensitivity. It may be prudent to consider formally notifying individuals where there are survivors benefits involved, at least at the outset, and to confirm next steps.

Question 16 – please set out any comments on our proposed treatment of individuals who would have acted differently had it not been for the discrimination identified by the Court.

SWFRS response:

In cases such as these, we believe further work on an individual case basis, should be carried out, for the reason that where people knowingly opted out and made a choice, they knew what they were “giving up”. As the position will have changed as a result of the determination by the Courts, we believe there may be further legal challenge from people in this group, if they are not awarded a “review” of the decision they initially reached.

Question 17 – if the DCU is taken forward should the deferred choice be brought forward to the date of transfer for Club transfers?

SWFRS response:

If DCU is taken forward, it should be brought forward to the date of transfer. This would simplify the Club administration.

Question 18 – where the receiving Club scheme is one of those schemes in scope, should members then receive a choice in each scheme or a single choice that covers both schemes?

SWFRS response:

A single choice that covers both their pension accrued in their old and new employment.

Question 19 – please set out any comments on our proposed treatment of divorce cases

SWFRS response:

Nothing further to add as the proposal appears to be in line with the remedy.

Question 20 – should interest be charged on amounts owed to schemes (such as member contributions) by members. If so, what rate would be appropriated?

SWFRS response:

Interest should be charged on amounts owed to schemes as this was the case with the special members exercise and therefore should follow the same principle. We therefore believe this exercise should follow a similar approach. However, it is expected that the rates and values of interest over the period in question would be nominal and should ultimately reflect the Bank of England base rate.

Question 21 – should interest be paid on amounts owed to members by schemes? If so, what rate would be appropriate?

SWFRS response:

As per previous response.

Question 22 – if interest is applied, should existing scheme interest rates be used (where they exist) or would a single, consistent rate across schemes be more appropriate?

SWFRS response:

Yes, as before.

Question 23 – please set out any comments on our proposed treatment of abatement

SWFRS response:

The Service supports the principle that following an employee's choice (whether immediate or deferred), any abatement amounts deducted should reflect the pension payable as a result of that choice.

Question 24 – please set out any comments on the interaction of the proposal in this consultation with the tax system.

SWFRS response:

It would be preferable if agreement with HMRC on a national level, could be reached on the tax elements of the proposal as this would negate the requirement for each FRS to respond to tax issues on a local level.

It would also be helpful to highlight that the onus is on the individual employee to keep their own tax records and to ensure the correct tax is paid at the right time to avoid penalties and interest.

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APPENDIX 1

**FIREFIGHTERS' PENSION SCHEME
ADVISORY BOARD FOR WALES**

Jonathan Crisp
Senior Policy Adviser
Pensions Remedy Project (McCloud) Team
HM Treasury
1 Horse Guards Road
London
SW1A 2HQ

Jonathan.Crisp@hmtreasury.gov.uk

11 March 2020

Dear Mr Crisp

**ADDRESSING AGE DISCRIMINATION IN THE 2015 PENSION SCHEMES
TRANSITIONAL ARRANGEMENTS – THE FIREFIGHTER PENSION SCHEMES
IN WALES**

Thank you for providing the Firefighter Pension Scheme Advisory Board for Wales (SABW) with the opportunity to contribute to the technical discussions regarding HM Treasury's proposals for transitional protection remedy prior to full public consultation.

You indicated in the "context" section of your January 2020 options paper that you were keen to gain the views of employee representatives on the two lead proposals, and to test their deliverability and technical feasibility with employers and administrators. To that end, we have ensured that the two administrators for the firefighter pension schemes in Wales have been involved in our discussions. SABW has also sought the views of the schemes' software provider and the Government Actuary's Department.

General Views

SABW feels unable to provide definitive views on the proposals set out in the paper. Whilst we appreciate HM Treasury engaging with us at a formative stage, the lack of clarity on some key issues has limited our ability to provide a detailed response. We therefore look forward to this clarity being provided in the public consultation. This will need to include a clear position from the UK Government on the date for the end of the remedy period and, in particular, more detail on how the Treasury and HMRC propose dealing with member tax implications.

SABW undertook a great deal of work during the 2016 valuation process which was not ultimately used because the cost cap mechanism was suspended. We were therefore pleased that the Treasury has consulted us at an early stage and we hope that our input into this process will be of assistance. SABW welcome this opportunity to make non-binding preferences based on the information and options suggested at this time. However HM Treasury must recognise that these views and preferences may differ in subsequent responses to the suggested formal consultation expected in Spring 2020.

Employees' Views on the two Remedy Proposals

Employee representatives' had a strong preference that the remedy proposal should be the 'Deferred Choice Underpin'. They believe it minimises the risk of members making decisions based on wrong or incomplete information. Employee representatives' felt that there would not be enough information to make a choice of this importance required by the immediate option. For example they felt that Immediate Choice would mean individual members not being able to take into account future circumstances such as their health, pensionable pay and career progression. Decisions regarding age of retirement are also likely to have a significant impact on members' choices. This is a particular issue where remedy requires choice between the 2007 and the 2015 firefighter pensions schemes, because the early retirement factors in the 2015 scheme in Wales are significantly better than those in the 2007 scheme.

Deferred Choice would allow members to base their decisions on actual service, actual circumstances and real life events rather than having to make assumptions based upon a best estimate approach. They suggested that this is the only way to insure against the risk of future legal challenges. FBU colleagues suggest that there is potential for a further age discrimination case to be brought if members are only given Immediate Choice. This would be on the grounds that older members would be in a better position to make a correct decision; younger firefighters would know less about their future and so would be more likely to make a wrong decision.

Employee representatives are, though, concerned about the impact of proposals in the paper for scheme members' "default scheme" during the remedy period where "in scope" members would be placed back into their legacy scheme and pay the appropriate contributions. Employee representatives, while supporting the deferred option, have suggested that HM Treasury should be open to an amendment which would prevent individuals being placed into a default scheme when there is a strong indication that they would not be subsequently making this choice. For example whilst almost all members would be better off with 1992 scheme benefits, the position between the 2007 and 2015 pension schemes is not as clear cut: many members would be likely to receive greater benefits under the 2015 scheme. This would potentially mean two sets of subsequent contribution adjustments (and associated tax adjustments) being required for a group of members who appear likely to choose 2015 scheme membership for the remedy period. SABW would, therefore, ask HM Treasury to recognise that legacy schemes are not necessarily more beneficial and that defaulting members back into the 2007 Scheme in particular could prove both complex and inequitable.

Views of employers and scheme administrators

Employers and scheme administrators have significant concerns with Deferred Choice and query whether such a remedy :-

- goes significantly beyond the remedy required to remove age discrimination resulting from the relevant court cases
- would create a precedent for future scheme changes, in the sense that members might expect a “best option” choice for future scheme changes.

Employers’ main concerns are focussed on the additional cost and administrative burden that Deferred Choice would entail:-

- **Scheme Liabilities** – During the 2016 valuation, the Treasury committed to reviewing the cost cap mechanism. You will, of course, be aware of the views of some employee representatives who have challenged the suspension of that mechanism by means of judicial review. Employers are clearly also concerned with the impact that remedy might have on future valuations and the potential consequences for employer contributions.

Employers are also concerned with the significant uncertainty that Deferred Choice would introduce in addition to the above. Under the Immediate Choice option we assume GAD’s valuations would be undertaken in a similar way to the current approach with only one set of assumptions required. Under Deferred Choice, though, both options would have to be valued and the highest cost used for each valuation period. Although uncertainty would reduce over time and with each valuation, there is a clear risk that the Deferred Choice will add volatility to the valuation process and consequent implications for contribution rates and member benefits.

- **Cost and Burden of Administering the schemes** - It is important to recognise the circumstances for administering the firefighter schemes are not the same as those for some of the larger public sector schemes. Firefighter schemes in Wales (and England) are managed by individual FRAs. These are relatively small organisations whose resources are heavily focussed on front line services, with little provision for administrative functions. Indeed, we suspect FRAs are among the smallest public bodies to manage their own pension schemes. Their ability to absorb substantial change and the cost of such change is significantly less than larger public sector organisations. The same can also be said of the scheme administrators. Rather than being administered by an England and Wales agency, such as is in place for the NHS, the firefighter schemes in Wales are administered by two local authorities on behalf of the three FRAs.

Employers therefore have clear concerns regarding how remedy will be implemented and who will meet the costs of implementation. Scheme managers’ and administrators’ concerns include:-

- The complexity of having to reflect two sets of options in annual benefit statements both in terms of administrators having to provide the details and appropriate explanation to members and, in terms, of potential complexity

adding to confusion for scheme members. Similar concerns are raised regarding pension saving statements.

- The need to maintain members' records for the remedy period for possibly the next 30-40 years.
- The deferred choice option would add further complication to the implementation of any future scheme changes.
- Even under the Immediate Choice option, FRAs will have to maintain members' records for both schemes for the length of the remedy period.

Issues Regarding Software

Both proposals (Immediate or Deferred Choice) would require a software system capable of calculating both final salary and career average benefits. The software provider is confident that a system can be provided to deal with this for firefighter pensions. This will, however, take time to design and so there will clearly need to be a reasonable lead in time between changes to scheme regulations and implementation.

SABW looks forward to hearing the outcome of the further deliberations on the valuation and tax questions before finalising its views on the current options and fully intends to take part in the formal consultation later this year.

Yours sincerely



Michael Prior
Chair
Firefighter Pension Scheme
Advisory Board for Wales

AGENDA ITEM NO 8

Update Report on Publication of Annual Benefits Statement

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Author – ACFO Alison Reed

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AGENDA ITEM NO 9

Training Session for Members

-

Author – Kimberly Jeal

-

To be Presented Verbally on the Day

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**SOUTH WALES FIRE & RESCUE AUTHORITY
LOCAL PENSION BOARD COMMITTEE**

AGENDA ITEM NO 10
19 OCTOBER 2020

REPORT OF THE ASSISTANT CHIEF OFFICER PEOPLE SERVICES

LOCAL PENSION BOARD – MEMBERS HANDBOOK

SUMMARY

We have been developing the content of a Members Handbook for the purpose of ensuring all Board Members have the requisite knowledge, skills, and understanding to enable them to fulfil their role on the Board. This paper shares the first four chapters of the Handbook for approval by the Local Pension Board. Members have previously approved Chapters 1-13.

RECOMMENDATION

That Members of the Board approve Chapters 14-16 of the Members Handbook attached at Appendix 1. This will complete the suite of documents and a full handbook will be issued to all Members following the meeting.

1. BACKGROUND

- 1.1 To support Members in their role, we have been developing proposals for a Members Handbook. The intention is that the handbook provides a ready reference for Members on pensions and related matters. At its October 2019 meeting, the Board agreed to consider the content of the Members Handbook over the course of several meetings as this will allow Members to review the content in detail. This paper presents the final three chapters of the handbook for Members to review.

2. FINANCIAL CONSIDERATIONS

- 2.1 There are no significant financial implications from this report.

3. RECOMMENDATIONS

- 3.1 That Members of the Board approve Chapters 14-16 of the Members Handbook attached at Appendix 1. This will complete the suite of documents and a full handbook will be issued to all Members following the meeting.

Contact Officer: ACO Alison Reed Director of People Services	Background Papers: Appendix 1 – Chapters 14-16
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APPENDIX 1

SOUTH WALES FIRE & RESCUE

SERVICE

LOCAL PENSIONS BOARD

MEMBERS HANDBOOK

INDEX

Chapter title	Page No
1. Chairs Welcome	
2. Membership of the Local Pension Board	
3. Terms of Reference	
4. The Pensions Regulator Guide to the Code of Practice 14	
5. The Pensions Regulator Guide for Pension Board Members	
6. Conflicts of Interest	
7. A Guide to the Firefighters Pension Scheme 1992	
8. A Guide to the Firefighters' Compensation Scheme 2006	
9. A Guide to the New Firefighters Pension Scheme 2006	
10. A Guide to the Firefighters Pension Scheme (Wales) 2015	
11. A Guide to the Retained Firefighters Modified Pension Scheme	
12. Fire Pension Schemes Comparison	
13. Conflict Resolution	
14. Reporting Breaches of the Law	
15. LPB Training Strategy/Framework	
16. LPB Training Needs Analysis Form	

Chapters 1 – 13 Approved Previously

Chapter 14

Reporting Breaches of the Law

<https://www.thepensionsregulator.gov.uk/en/public-service-pension-schemes/scheme-management/reporting-breaches-of-the-law>

Chapter 15

LPB Training Strategy/Framework

Role of a Pension Board member

In accordance with [Section 5\(2\) of the Public Services Pensions Act 2013](#) amendments have been made to the Firefighters' Pension Schemes to provide for the establishment of a Local Pension Board. The purpose of the Local Pension Board is to assist the scheme manager (the Fire & Rescue Authority) in securing compliance with:

- Scheme(s) regulations;
- Legislation relating to governance and administration of the scheme(s);
- Requirements imposed by the Pensions Regulator.

Local Pension Board members must:

- Be conversant with the scheme rules (have a working knowledge of the full range of Firefighters' Schemes regulations);
- Be conversant with documented governance and administration policies currently in force;
- Have a knowledge and understanding of the law relating to pensions (and other associated legislation) to the degree appropriate for them to carry out their role, responsibilities and duties.

TRAINING STRATEGY

A Local Pension Board member will:

1. Within 6 months from the date of appointment have completed all training necessary to fulfil the legal requirements made of a Board member;
2. Continuously review their knowledge and understanding and annually undertake a skills and learning analysis to identify any gaps in their knowledge;
3. Produce a personal development plan setting out clear and simple objectives
4. Complete all learning objectives and scrutinise each activity as it is undertaken;
5. Record all learning undertaken by completing the policy framework;
6. Reflect on what they have learnt to assist in the completion of future learning activities.

TECHNICAL KNOWLEDGE, SKILLS AND TRAINING REQUIREMENTS

1. The Pensions Regulator public service toolkit

- a) Conflicts of Interest

- b) Managing Risk and internal controls
- c) Maintaining accurate data
- d) Maintaining member contributions
- e) Providing information to members and others
- f) Resolving internal disputes
- g) Reporting breaches of the law

2. The Pensions Regulator Code of Practice No. 14: Governance and administration of public service pension schemes

- a) Governing your scheme
 - i. Knowledge and understanding required by local pension board members
 - ii. Conflicts of interest and representation
 - iii. Publishing information about schemes
- b) Managing risks
 - i. Internal controls
 - ii. Managing risks
 - iii. Risk register
- c) Administration
 - i. Scheme record-keeping
 - ii. Maintaining contributions
 - iii. Providing information to members
- d) Resolving issues
 - i. Internal dispute resolution
 - ii. Reporting breaches of the law

3. Pensions legislation

- a) The legislative framework for pensions in the UK
- b) Specific Firefighters' Pension Scheme(s) regulations and statutory guidance
 - i. Understanding scheme membership and eligibility
 - ii. Understanding scheme benefits
- c) Firefighters' Pension Scheme(s) discretions and their impact on the pension scheme(s), employers and local Taxpayers
- d) Keeping up to date with changes to the rules
- e) Other related legislation
 - i. The Public Service Pensions (Record Keeping and Miscellaneous Amendment) Regulations 2014
 - ii. The Occupational and Personal (Disclosure of Information) Regulations 2013
 - iii. The Occupational Pension Schemes (Miscellaneous Amendments) Regulations 2000
 - iv. Part 8 of the Finance Act 2004

4. Pensions governance

- a) Understanding the governance structure, nationally and locally, and the roles each body plays
 - i. Welsh Government (Responsible Authority)
 - ii. The Fire & Rescue Authority (Scheme Manager)

- iii. The Scheme Advisory Board (Welsh Government, 3 FRA and trades unions)
 - iv. The Scheme Administrator (Rhondda Cynon Taff Pension Section)
 - v. The Pensions Regulator
 - vi. The Pensions Advisory Service
 - vii. The Pensions Ombudsman
 - viii. The Government Actuary
- b) Knowledge of the stakeholders and the nature of their interests
 - c) Knowledge of consultation, communication and involvement options relevant to the stakeholders
 - d) Governance policies
 - i. Cash management
 - ii. Due diligence
 - iii. Governance Compliance Statement

5. Pensions administration

- a) Understanding best practice in pensions administration e.g. performance and cost measures
- b) Understanding the required and adopted scheme policies and procedures relating to:
 - i. Pension Administration Strategy
 - ii. Member data maintenance and record-keeping processes
 - iii. Contribution collection
 - iv. Scheme communications policy, documents and materials
 - v. Service Level Agreements
- c) Knowledge of how the pension fund interacts with HMRC
- d) Performance and payment schedule
- e) The role of the scheme employer

6. Pensions accounting and auditing standards

- a) An understanding of the Accounts and Audit Regulations and legislative requirements relating to internal controls and proper accounting practice
- b) An understanding of the role of both internal and external audit
- c) An understanding of the roles played by third parties

7. Investment performance and risk management

- a) An understanding of the importance of monitoring asset returns relative to liabilities and a broad understanding of ways of assessing long-term risks
- b) An awareness of the principles of performance management and the approach adopted by the administering authority
- c) Awareness of the range of support services, who supplies them and the nature of the performance monitoring regime.
- d) An understanding of the risk and return characteristics
- e) A broad understanding of the pension fund and the nature of the associated risks
- f) An understanding of how the pension fund interacts with HMRC

8. Actuarial methods, standards and practices

- a) A general understanding of the role of the fund actuary
- b) Knowledge of the valuation process and inter-valuation monitoring
- c) An awareness of the importance of monitoring early and ill health strain costs

- d) An understanding of the implications of admitting new employers to the fund and the cessation of those employers
- e) A general understanding of the relevant considerations in relation to outsourcings and bulk transfers
- f) A general understanding of the importance of the employer covenant and the relative strengths of the covenant across the fund employers

Chapter 16

LPB Training Needs Analysis Form

SOUTH WALES FIRE & RESCUE SERVICE

Local Pension Board Members

Training Needs Analysis

Name: _____

Ref'	Topic	High Level of Knowledge	Some Knowledge	Limited Knowledge
A	Background and Understanding of the Legislative Framework of the Firefighters' Pension Scheme			
A1	Differences between public service pension schemes like the FPS and private sector trust-based schemes			
A2	Role of the Pensions Regulator and Pensions Ombudsman			
A3	Legislative requirements			
A4	The structure of the FPS and the main bodies involved including the Responsible Authority, the Scheme Manager, Scheme Advisory Board for Wales, the Local Pension Board and the Scheme employers			
A6	FPS overview (including the Regulations, and the Transitional Regulations)			

Ref'	Topic	High Level of Knowledge	Some Knowledge	Limited Knowledge
B	General pensions legislation applicable to the FPS - An overview of wider legislation relevant to the FPS including:			
B1	Automatic Enrolment			
B2	Contracting out			
B3	Data Protection (Data Protection Act 1998)/GDPR			
B4	Freedom of Information (Freedom of Information Act 2000)			
B5	Pensions sharing on divorce (Welfare Reform and Pensions Act 1999)			
B6	Tax (Finance Act 2004)			

Ref'	Topic	High Level of Knowledge	Some Knowledge	Limited Knowledge
C	Role and responsibilities of the Local Pension Board			
C1	Role of the Local Pension Board			
C2	Conduct and conflicts			
C3	Reporting of breaches			
C4	Risks			
C5	Knowledge and understanding			
C6	Data – accuracy and protection (Data protection/GDPR)			
C7	Disputes			

Ref'	Topic	High Level of Knowledge	Some Knowledge	Limited Knowledge
D	Role and responsibilities of the Scheme Manager			
D1	Membership and eligibility			
D2	Benefits and the payment of benefits			
D3	Decisions and discretions			
D4	Disclosure of information			
D5	Record keeping			
D6	Internal controls			
D7	Internal dispute resolution			
D8	Reporting of breaches			
D9	Statements, reports and accounts			

Ref'	Topic	High Level of Knowledge	Some Knowledge	Limited knowledge
E	Funding and Accounting			
E1	Valuation of the Fund			
E2	Pension Fund arrangements			

Ref'	Topic	High Level of Knowledge	Some Knowledge	Limited Knowledge
F	Role and responsibilities of the Scheme Employers			
F3	Automatic Enrolment			
F4	Deduction and payment of contributions			
F5	Special contributions			
F6	Employer decisions and discretions			

Ref'	Topic	High level of Knowledge	Some Knowledge	Limited Knowledge
G	Tax and Contracting Out			
G1	Finance Act 2004			
G2	Role of HMRC			
G3	Registration			
G4	Role of 'scheme administrator'			
G5	Tax relief on contributions			
G6	Taxation of benefits			
G7	Annual and lifetime allowances			
G8	Member protections (<i>primary, enhanced, IP etc</i>)			
G9	National Insurance			
G10	Contracting out (Pensions Scheme Act 1993)			
G11	Impact of abolition of contracting out in 2016			

Ref'	Topic	High Level of Knowledge	Some Knowledge	Limited Knowledge
H	Role of advisors and key persons			
H1	Officers of the Fire and Rescue Authority			
H2	Auditor			
H3	Lawyers			
H4	Administrators – in house v third party			
H5	Procurement of services			
H6	Contracts with third parties			

Ref'	Topic	High level of Knowledge	Some Knowledge	Limited Knowledge
J	Key Bodies connected to the FPS – an understanding of the roles and powers of:			
J1	Courts			
J2	HMRC			
J3	Information Commissioner			
J4	Pensions Advisory Services			
J5	Pensions Ombudsman			
J6	The Pensions regulator (including powers in relation to Local Pension Boards)			

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**FORWARD WORK PROGRAMME FOR
LOCAL PENSION BOARD 2020/2021**

Report Name	Purpose of piece of work	Lead Director/ Contact Officer	Expected Date of Decision/ Submission/ Review	Progress
Report on Scheme Data for the Firefighters Pension Scheme	To provide the Local Pension Board with FACTUAL STATS, Scheme Membership data and an update position on the fund.	ACO People Services Contact Officer: Alison Reed	6 July 2020	Presented
Report on Amendments to the Local Pension Board – Terms of Reference and Delegated Authorities	The purpose of the report is to set out the terms of reference for the LPB and the establish the relationship between the Board and the Fire Authority	ACO People Services Contact Officer: Alison Reed	6 July 2020	Presented
Report on the Local Pension Board – Members Handbook	The purpose of this Handbook is to assist you in your role as a member of the Local Pension Board and to familiarise you with the key	ACO People Services Contact Officer: Alison Reed	6 July 2020	Presented

Report Name	Purpose of piece of work	Lead Director/ Contact Officer	Expected Date of Decision/ Submission/ Review	Progress
	aspects of your role in the context of the Scheme(s).			
Review of Key Performance Indicators	To update Members	ACO People Services Contact Officer: Ian Traylor, RCT Pensions Officer	6 July 2020	Presented
Update on Protected Pension Age (PPA)	To update Members	ACO People Services Contact Officer: Alison Reed	6 July 2020	Presented
Update on Internal Dispute Resolution Procedures (IDRP)	To update Members	ACO People Services Contact Officer: Alison Reed	6 July 2020	Presented
Scheme Comparisons	To inform Members	ACO People Services Contact Officer: Alison Reed	6 July 2020	Presented

Report Name	Purpose of piece of work	Lead Director/ Contact Officer	Expected Date of Decision/ Submission/ Review	Progress
Training Session for Members	To update Members	ACO People Services Contact Officer: Kim Jeal	6 July 2020	Presented
Report on Local Pension Board – Training Framework, to incorporate information from the TNA exercise	The purpose of the Training Framework is to establish a methodology for ensuring Members are appropriately trained and knowledge and understanding is maintained .	ACO People Services Contact Officer: Alison Reed	19 October 2020	
Report on the Firefighters Pension Scheme 2015 Taper Protections – Legal Challenge	To update the Local Pension Board on the legal appeal to the FBU challenge to the Employment Tribunals judgement to reject the age discrimination claims brought by the Fire Brigades Union.	ACO People Services Contact Officer: Alison Reed	19 October 2020	

Report Name	Purpose of piece of work	Lead Director/ Contact Officer	Expected Date of Decision/ Submission/ Review	Progress
Update report on publication of Annual Benefits Statement	To provide Members with an update	ACO People Services Contact Officer: Alison Reed	19 October 2020	
Training Session for Members	To update Members	ACO People Services Contact Officer: Kim Jeal	19 October 2020	
Key Performance Indicators	To update Members	ACO People Services Contact Officer: Ian Traylor, RCT Pensions Officer	25 January 2021	
Members Handbook	To update Members	ACO People Services Contact Officer: Alison Reed	25 January 2021	

Report Name	Purpose of piece of work	Lead Director/ Contact Officer	Expected Date of Decision/ Submission/ Review	Progress
Local Pension Board Training Framework	To update Members	ACO People Services Contact Officer: Alison Reed	25 January 2021	
Training Session for Members	To update Members	ACO People Services Contact Officer: Alison Reed	25 January 2021	
Update on Pensions Consultation	To update Members on recent consultation.	ACO People Services Contact Officer: Alison Reed	25 January 2021	

Dates of meetings – 6 July, 2020, 19 October, 2020, 25 January, 2021

ACO Alison Reed – Director of People Services

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AGENDA ITEM NO 12

**To consider any items of business that the Chairperson deems urgent
(Part 1 or 2)**

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1. Apologies for Absence
2. Declarations of Interest

Members of the Fire & Rescue Authority are reminded of their personal responsibility to both verbally and in writing declare any personal and/or prejudicial interests in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Fire & Rescue Authority's Standing Orders and the Members Code of Conduct.

3. Chairperson's Announcements
4. To Receive the Minutes of:-
 - Local Pension Board Committee Meeting held on 6 July 2020 3
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10. Local Pension Board - Members Handbook 37
11. Forward Work Programme for Local Pension Board 2020/2021 57
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