



Minutes of a meeting of the Leicester, Leicestershire and Rutland CFA - Local Pension Board held at County Hall, Glenfield on Wednesday, 22 September 2021.

PRESENT

Mr. J. T. Orson JP CC (in the Chair)

Ms. Betty Newton CC  
Adam Taylor

Graham Vaux

In attendance

Callum Faint – Chief Fire Officer  
Colin Sharpe – Pension Scheme Manager  
Paul Weston – Assistant Chief Fire Officer  
Gemma Duckworth – Democratic Services Officer

13. Apologies.

Apologies were received from Councillor H. Bhatia.

14. Minutes.

It was moved by Mr. J. Orson CC and seconded by Graham Vaux that the minutes of the meeting held on 16 June 2021 be taken as read, confirmed and signed.

**RESOLVED:**

That the minutes of the meeting held on 16 June 2021 be taken as read, confirmed and signed.

15. Conflicts of Interest.

The Chairman invited members who wished to do so to declare conflicts of interest in respect of items on the agenda.

No declarations were made.

16. Scheme Manager's Update.

The Board received a short verbal update from the Pension Scheme Manager which introduced the following agenda items: Firefighters' Pension Scheme Risk Register, Firefighters' Pension Scheme Breaches Register and an update on the Firefighters' Pension Scheme Age Discrimination Remedy.

17. LFRS Firefighters' Pension Scheme Risk Register.

The Board considered a report of the Pension Scheme Manager which presented the current risk register for the Leicestershire Fire and Rescue Service Local Pension Scheme. A copy of the report marked 'Agenda Item 5' is filed with these minutes.

Members were informed that any identified risks had been added to the Risk Assessment matrix. The key changes reflected the ongoing developments following the national age discrimination remedy judgements. The Scheme Manager emphasised that work was being undertaken rapidly at a national level.

It was moved by Mr. J. Orson CC and seconded by Mrs. M. E. Newton CC that the risk register be approved.

**RESOLVED:**

That the risk register be approved.

18. LFRS Firefighters' Pension Scheme Breaches Register.

The Board considered a report of the Pension Scheme Manager which gave an update on the Breaches Register. A copy of the report marked 'Agenda Item 6' is filed with these minutes.

The Breaches Register had been circulated to the Board and identified that no breaches had taken place in the reporting period.

**RESOLVED:**

That the Breaches Register be noted.

19. Firefighters' Pension Scheme - Age Discrimination Remedy Update.

The Board considered a report of the Scheme Manager which provided an update on the developments concerning the age discrimination remedy/immediate detriment related to the Firefighters' Pension Scheme, together with the actions being taken in response. A copy of the report marked 'Agenda Item 7' is filed with these minutes.

Significant time and effort continued to be devoted to immediate detriment and the wider pension changes; for example, information was being made available to employees, a roadshow was being planned, the finance team was employing an additional member of staff, urgent cases were being processed, and an information pack and waiver form had been made available to members approaching retirement. West Yorkshire Pension Fund as the scheme administrator was seeing a significant workload increase and there were potential implications for Warwickshire County Council as payroll provider.

The latest Government response was highlighted to the Board. In terms of next national steps for the Firefighters' Pension Scheme, it was intended that legislation to move members to the reformed schemes would take effect from 1 April 2022 and legislation to implement the deferred choice underpin would take effect by 1 October 2023.

Following the Employment Appeal Tribunal judgement in February 2021, the FBU had issued court proceedings against two FRAs for an initial three test claimants who had already retired. These claims were due to be heard towards the end of October. The FBU had reported that the current negotiations sought to address the immediate detriment issues and provide a timeframe for the FRAs to follow to process retirements and resolve detriment for those already retired.

It was stated that some Firefighters were asking for an estimate of the amount of their legacy scheme prior to submitting an intention to retire. In response to a question around whether it was possible to provide this information, the Scheme Manager reported that only confirmed notifications of retirements were currently being processed and it would be important for individuals to determine which scheme they were retiring under. Further national guidance was awaited due to the complex nature of this.

**RESOLVED:**

That the update concerning the age discrimination remedy/immediate detriment related to the Firefighters' Pension Scheme be noted.

20. Scheme Administrator's Update.

The Board considered a report of the West Yorkshire Pension Fund (WYPF) as Pension Scheme Administrator which provided an update on the administration of the Firefighter pension scheme for the period 1 April – 30 June 2021. A copy of the report marked 'Agenda Item 8' is filed with these minutes.

The Scheme Administrator had been unable to join the meeting and the update was therefore provided by the Scheme Manager. In presenting the report, the Scheme Manager informed members that:

- i) 100% of Annual Benefit statements for active members had been produced and issued before the deadline of 31 August.
- ii) Following the production of the statements, there was now a focus on producing the Pension Savings Statements. These needed to be sent to members who had breached the Annual Allowance threshold by 6 October.
- iii) WYPF was now providing retirement quotes to Leicester, Leicestershire and Rutland Firefighters under immediate detriment. In terms of the age discrimination remedy, the data collection template was expected to be delivered in the next few weeks; once received it would be tested and then populated with the relevant data and sent to officers to complete.
- iv) There was no update on the Matthews case. The Home Office had indicated that there would be an 18 month consultation period before the regulations came into force.
- v) The Scheme Manager commented that the work undertaken with WYPF to date had been positive.

**RESOLVED:**

That the Board notes the update provided on the administration of the Firefighters' Pension Scheme for the period 1 April – 30 June 2021.

21. Employee Representative's input.

Graham Vaux reiterated that consideration should be given to providing an accurate estimate of an individual's legacy scheme before they had to make a decision as to whether or not to retire.

The Employee Representatives asked for an update on training for Pension Board members. The Regional Pension Advisor would be asked to organise this.

22. Date of next meeting.

The next meeting of the Local Pension Board will be held on 2 December 2021 following the meeting of the CFA.

12.00 – 12.33pm  
22 September 2021

CHAIRMAN