

Minutes of a meeting of the Leicester, Leicestershire and Rutland CFA - Local Pension Board held at Leicestershire County Council, County Hall, Glenfield on Wednesday, 16 June 2021.

PRESENT

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

Cllr. Hemant Rae Bhatia

Adam Taylor  
Graham Vaux

In attendance

Callum Faint, Chief Fire and Rescue Officer  
Colin Sharpe, Pension Scheme Manager  
Mick Grewcock, Interim Assistant Chief Fire and Rescue Officer  
Paul Weston, Interim Assistant Chief Fire and Rescue Officer  
Sean Connor, Senior HR Partner, Derbyshire Fire and Rescue Service  
Yunus Gajra, West Yorkshire Pension Fund  
Helen Scargill, West Yorkshire Pension Fund  
Anna Poole, Democratic Services Officer

1. Appointment of Chairman.

At the Leicester, Leicestershire and Rutland Combined Fire Authority meeting held on 16 June 2021, Mr. J. T. Orson CC was nominated as Chairman Elect of the CFA's Local Pension Board.

It was moved and seconded that Mr. J. T. Orson CC be elected Chairman of the CFA Local Pension Board for the period ending with the date of the Annual Meeting of the Combined Fire Authority in 2022.

**RESOLVED:**

That Mr. J. T. Orson CC be elected Chairman of the CFA Local Pension Board for the period ending with the date of the Annual Meeting of the Combined Fire Authority in 2022.

Mr. J. T. Orson CC – in the Chair

2. Apologies.

No apologies were received.

3. 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.

4. Minutes of the previous meeting.

It was moved by Councillor H. Rae Bhatia and seconded by Graham Vaux that the minutes of the meeting held on 20 April 2021 be taken as read, confirmed and signed.

**RESOLVED:**

That the minutes of the meeting held on 20 April 2021 be taken as read, confirmed and signed.

5. Pension Fund Administration Report.

The Board considered a report of the Pensions Scheme Administrator which provided an update on the administration of the fire fighter pension scheme for the period 1 January – 31 March 2021. A copy of the report marked 'Agenda Item 5', is filed with these minutes.

In presenting the report, the Pensions Administrator informed members that:

- i. Those members who were fully protected members of the final salary pension scheme would provisionally move to CARE on 25 June 2022. In line with the Local Government Association guidance, projections of benefits would not be provided. Annual Benefit Statements could be viewed and downloaded from the pensions portal and members would be notified when the ABS was available. However, pay information for members for 2020/21 was awaited and if this was not received in time, the ABS would not be produced by the deadline of 31 August which presented a breach that would need to be reported to the Pensions Regulator.
- ii. Action was currently being taken to remedy the age discrimination and data was currently being collected.
- iii. The KPI data (paragraph 10 in the report) that related to death was impacted by the delay in notification of the death by the next of kin.
- iv. It was the FRS responsibility to inform pension scheme members that their ABS did not reflect their remedy choice.
- v. Not all ABS would reflect the remedy choice made, as legislation was awaited to enable the software to be updated.
- vi. Communications to pension scheme members on the arrangements with production of the ABS had been published in the staff magazine Service Matters and would be published in two further editions.

**RESOLVED:**

That

- a. Officers at LFRS would provide the necessary pay information to West Yorkshire Pension Fund to enable the timely production of the ABS.
- b. That the update provided on the administration of the fire fighter pension scheme for the period 1 January – 31 March 2021 be noted.

6. Pension Fund Scheme Manager's Update.

The Board was informed that the CFA had approved Colin Sharpe (Deputy Director of Finance at Leicester City Council) as the new Scheme Manager.

The Board received a short verbal update from the Pension Scheme Manager which introduced the following two agenda items: Firefighters' Pensions Scheme Risk Register and Firefighters' Pension Scheme Breaches Register.

7. 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 7' is filed with these minutes.

Members were informed that:

- i. The West Yorkshire Pension Fund (WYPF) had been appointed since the last report to the Board. They provided pension scheme administration for the Leicestershire, Nottinghamshire and Derbyshire Fire and Rescue Services.
- ii. The risk register had been updated to reflect the age discrimination remedy of the firefighter pensions.

It was moved by Mr. J. Orson CC and seconded by Councillor Bhatia that the risk register be approved.

**RESOLVED:**

That the risk register be approved.

8. 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 8' 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, attached at Appendices 1 and 2 to the report, which identified that no breaches had taken place in the reporting period, be noted.

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

The Board considered a report of the Pension Scheme Manager which gave an update on the developments concerning the Firefighters' Pension Scheme – Age Discrimination Remedy since the last update received by the Board on 20 April 2021. A copy of the report marked 'Agenda Item 9' is filed with these minutes.

Sean Connor, the Regional Pensions Adviser informed the Board that the Home Office had issued guidance last Thursday and the Local Government Association had issued guidance on implementing the Home Office guidance. The LGA had hosted a workshop the previous day for FRS and pension scheme administrators to discuss and interpret the guidance received. The guidance received had clarified those cases that were immediately out of scope or were achieving immediate detriment.

In response to questions, members were informed that:

- i. Tax legislation could not yet be changed to prevent a breach of the annual allowance and limit any tax implications. Firefighters needed to give the Service as much notice as possible of their impending retirement so that any potential tax relief could be actioned while they were in employment.
- ii. Any tax relief could be actioned as late as October 2023. Further guidance was needed and was complex.
- iii. Processes were currently being handled manually while the new software was awaited.
- iv. In calculating immediate detriment, priority was being given to active firefighters and pensioners. Death in Service and future Death in Service cases were out of scope for Immediate Detriment.

**RESOLVED:**

That the update provided on developments concerning the Firefighters' Pension Scheme - Age Discrimination Remedy since the last update received by the Board on 20 April 2021, be noted.

10. Joint Pension Board - Update.

The Board received a verbal update from the Pension Scheme Manager regarding the formation of the Joint Pension Board.

Members were informed that officers awaited the Government's decision and a report would be brought back to all three Local Pension Boards once this had been received.

**RESOLVED:**

That the update provided on the formation of the Joint Pension Board be noted.

11. Employee Representative's input.

The employee representatives informed the Board that their input had been addressed in the discussion on the previous agenda items and they had no further input.

12. Date of next meeting.

The next meeting of the Local Pension Board will be held on Wednesday 22 September 2021 following the meeting of the Combined Fire Authority.