



Minute	Pension Board Action List	Action
2018-41	<p>(AL1) – Biographies – <del>R</del><del>Have been</del> received from KH. Still awaited from RA, to be sent to IPo and PM once complete.</p> <p>New members PO and CR to provide a biography.</p> <p>tPR training Toolkit completion also required. <del>E</del><del>and that</del> example biographies <del>available</del><del>could be provided</del> on request.</p> <p>(AL2) – ESA - Letters have been drafted for those who have recently received an Injury Award. KA to review and give the go-ahead for the exercise to be completed.</p> <p>JR asked whether <del>the</del> retrospection would be taken into account <del>for</del> as there is apparently £970m owed to claimants underpaid since 2011. KA confirmed that this would be considered and taken into account where appropriate.</p> <p>(AL3) – Valuation – There is no formal detail of the valuation as yet, however the fall in the discount rate and associated <del>increase in</del> costs for employers, and suggested benefit improvements for members <del>was is the cause of much</del> discussed <del>on</del> <del>for</del> by the Board. <del>(Note: this only concerns the 2015 Police Pension Scheme). , Scheme Manager and Member Representative associations.</del></p> <p>The Scheme Advisory Board, in conjunction with the Government Actuary Department will consider <del>the</del> options available to the scheme <del>benefit and funding structure</del> and make suggestions <del>to the Home Secretary</del> as soon as possible.</p> <p>There are a number of options available, such as changes to the accrual rate (currently 1/55.33rd), changes to the commutation rate from the standard 12-1, or changes to the CPI underpin which provides for an additional 1.25% to be added to the benefit indexation, currently based on the Consumer Price Index (CPI).</p> <p>Any changes made to the benefit structure would only be for the duration of the forthcoming valuation period so there was discussion on whether it would be preferable to see changes to member contribution rates or a change to the accrual rate. There are pros and cons, both in terms of fairness for members and also administrative ease / complexity.</p> <p>Concerns were voiced (PDe &amp; PO) that if the cost structure of the scheme design focused too much on contribution reductions that this would exacerbate the shortfall in budgets in the short term.</p> <p>Discussions regarding changes moved to a focus on the 1987 scheme where it was noted that commutation factors had once again increased. KA explained that benefits were usually calculated a month in advance of the event occurring (Date of Estimate / Retirement), and confirmed that those Officers who are leaving will be automatically sent a re-forecast in good time to be able to make an informed decision on their retirement benefits.</p>	<p>All</p> <p>KA</p> <p>IPo</p>

It was noted that the budget impact (employer contribution rate) of changes to schemes could be in the region of 10% for Police Officers and 6% for Police Staff.

SB questioned the timing of announcements affecting commutation (and other) factors, and it was explained that changes are often received with no forewarning, but ~~effective to take immediately effect~~. Whilst this is very unhelpful for retirees and administrators, KA provided assurance that ~~those affected there tools available to allow for retirees can be~~ identified ~~and in order that the~~ re-calculations ~~can be~~ provided without delay.

~~IPo asked the Board whether they would like to write to the Scheme Advisory Board to set out these concerns formally – the Board felt this would be worthwhile and IPo will undertake to draft a letter which will be shared with members of the Board.~~

(AL4) – Opt Outs - It was noted that correspondence would be sent to opted-out officers, as part of the automatic re-enrolment process, in January 2019, To be retained on action list for review at next meeting.

KA

(AL5) - High Court Ruling - update expected on this item potentially within a week, hopefully, there will be an update available for the next meeting.

IPo

(AL6) Issue SAB Consultation (on future pensions administration) when available – No further progress - To be retained on the action list.

IPo

(AL7) Certificate of Entitlement - A change request has been submitted for this exercise to take place. It is expected that letters will go out to beneficiaries late 2018 / early 2019 to establish whether widows and widowers are still alive and also whether there has been cohabitation / re-marriage. Care will need to be taken with the wording of the letter as these could potentially cause distress / complaints. KA confirmed that certificates are due to be issued in January 2019.

KA

(AL8) – GMP Reconciliation –KA confirmed that 40% - 50% of Stage 2 had been completed and it was hoped that some analysis would be available in due course. There is still a lot of work to do ~~here~~.

The indication continues that any overpayments would be written off and that this would be the direction from the Home Office / Treasury. It was noted that to retain confidence from the membership with their pension values continuing to be paid consistently, that communications would need to be carefully thought out and sent at appropriate times explaining exactly what GMP reconciliation is and how it impacts members.

KA

(AL8(b)) – GMP Equalisation – It was questioned whether the long anticipated GMP Equalisation project actually affects the Public Sector and IPo ~~hads~~ written to the Cabinet Office to seek

clarity on this matter. [Note response from CO that following recent Court decision on the subject, GMP Equalisation was not expected to have any effect on the public service pension schemes.](#)

(AL9) Data Quality Scores - A report is anticipated covering common and conditional data quality.

Equiniti has been asked what data is available, as criteria has been published (July 2018) by the Pensions Regulator covering what data constitutes an accurate record.

KA

<http://www.thepensionsregulator.gov.uk/measuring-data>

(AL10) ABS and PSS – See Report @ Agenda point 7

(AL11) Carry forward on Pension Savings Statement

Expected that the carry forward figure should be contained within the Pensions Savings Statement and this should be incorporated by the 2019 statements.

KA

(AL12) Distribution of Action List

It was requested that the action list should be distributed to the Board prior to future meetings to allow time for the actions to be updated.

PM

(AL13) Attendance of The Pensions Ombudsman, at the November Board

Attendance of The Pensions Ombudsman (or representative of), is to be requested for the February Board meeting.

IPo

(AL14) Pension Board Membership

Confirmed that John Ratcliffe would replace Judy Redford as the NARPO rep and that Simon Bray (CPOSA rep) would be leaving the Board next year due to retirement. [The Board expressed their appreciation to Judy for her significant contribution made to the police pension board.](#)

PM

## Minute

## Knowledge and Understanding

## Action

2018-42

It was confirmed that there were no new training requirements amendments but that all Board members should complete the Unfunded Public Sector Schemes toolkit as an absolute minimum.

Between 4 and 8 hours is typically required to research and complete the modules within the toolkit :

All

<http://www.thepensionsregulator.gov.uk/public-service-schemes.aspx>

Minute	Presentation by the Cabinet Office – National Fraud Initiative	Action
2018-43	<p>An interesting presentation was provided to the Board by Emma Macleod of the Cabinet Office demonstrating the work she and the team undertook with regards to tackling fraud.</p> <p>Noted that MOPAC co-ordinate the NFI exercise for the MPS, across both Pensions and Payroll.</p>	All

Minute	Report by Senior Pensions Contract Manager	Action
2018-44	<p><del>As is usually the case, much of the scheme overview and important developments had already been touched on during the discussions through the action points.</del></p> <p>Scheme Return – Confirmed that this had been completed and submitted on-line to the Pensions Regulator by 6th November 2018 deadline. Common data scoring <del>was</del> requested on this year’s return and this was not provided but should be available to the Board and for the Scheme Return, next year (see AL9).</p> <p>Annual Benefit Statements had all been issued on time (by 31/8/2018) and Pensions Savings Statements sent to Officers by 6th October 2018. It was noted that <del>approximately</del> 700 pension savings statements were sent this year to officers who had exceeded annual growth limits on their pension accrual.</p> <p>The Metropolitan Police had again commissioned Barnett Waddingham to provide <del>a</del> pensions tax seminars and it was confirmed that the number of attendees to these sessions has risen from 200 in 2017 to around 400 this year. <del>This r</del>Represented almost 60% of those Officers who have, or would have <del>been</del> (had it not have been for carry forward provisions), been liable for a tax charge.</p> <p>KH confirmed the Superintendents <del>A</del>association had also commissioned seminars for their members, and SB confirmed the same was the case for ACPO ranked Officers. KA would be interested to attend these sessions should this be possible in the future.</p> <p>KA was asked <del>for some supporting numbers to as to</del> how many Officers had <del>ve</del> elected to use Scheme Pays. <del>To be available</del> for the next meeting.</p> <p>KPIs – KA presented the statistics for the latest quarter. There had <del>s</del> been a spike in the number of calls received due to the issuance of the Annual Benefit Statements.</p> <p>The Equiniti team are moving offices to Crawley and the preparatory work necessary for the move had led to a slight deterioration in some of the KPI scores. KA stated a recruitment exercise had been</p>	KA

undertaken as there had been a loss of some key staff and that he was assured that improvements will be seen over the next quarter.

IDRP – 5 IDRP cases had been received in the period from July to October covering various topics. There are no trends or reasons for alarm. KA confirmed these cases were being dealt with in accordance with the Pension scheme Regulations.

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Minute	Communications	Action
2018-45	<p>Auto Enrolment</p> <p>The re-enrolment date for opt-outs is the 1<sup>st</sup> May 2019.</p> <p>Communications in relation to this exercise were being worked on and will need to be agreed by the MPS and Equiniti. There will be circa 2000 officers impacted by Auto Re-Enrolment exercise. More details to follow.</p>	KA
Minute	Risk Register	Action
2018-46	<p>Risk 5 – Agreed to the closure of this risk</p> <p>Risk 6 – Business continuity plan to be included on the risk register – KA to request BCP from Equiniti.</p>	<p>IPo</p> <p>KA</p>
Minute	Any Other Business	Action
2018-47	<p>Annual Report – IPo to draft the Board’s Annual Report and this will be sent to the Chief of Corporate Services – Mr Robin Wilkinson – copy to be sent to Board Members.</p> <p>Overseas Pensions &amp; Brexit – A question was asked about the effects <del>on</del> pensioners who receive money overseas. <del>It was expected that, as now, if there is a reciprocal country agreement, these Officers would be unaffected. However, no details are yet available for the various possible post-Brexit scenarios. This remains to be seen in any detail of the post Brexit position for the time being.</del></p> <p>Online Access / Access to Information – There was a query regarding the questions that officers were asked online as a means to verify <del>their identity they were who they said they were.</del> KA would review these and had <del>ve</del> asked XPS to share details of the security questions they ask.</p> <p>JR asked a question with regards to buy back of parental leave and KA advised that this was in hand and will form part of his report at the next meeting.</p>	<p>IPo</p> <p>All</p> <p>KA/PM</p>
Minute	Date of Next meeting	Action
2018-48	6 <sup>th</sup> February 2019 (Proposed)	All