

Metropolitan Police Pension Board

Minutes of the Board's Meeting

Details

Date: 8th May 2019 (14.00)

Place: Empress Building, London

Present

Role

From

Pension Board Members

Ian Pollitt (IPo)	Chair	Independent
Mark Pomroy (MP)	Employer Representative	Human Resources
Rahima Ali (RA)	Employer Representative	MOPAC
Kate Halpin (KH)	Member Representative	Superintendents' Association
Don Ratcliffe (DR)	Member Representative	NARPO

In Attendance

Ken Anthony (KA)	Pensions SME	Metropolitan Police
Paul Mudd (PM)	Secretarial	XPS Administration

Apologies

Catherine Roper (CR)	Employer Representative	Operational Policing/Professionalism.
Paul Deller (PDe)	Member Representative	Police Federation
Paul Oliffe (PO)	Employer Representative	Finance
Simon Bray (SB)	Member Representative	CPOSA

Minute

Introduction and apologies for absence

Action

2019-26

IPo opened the meeting and confirmed as quorate, short round the table introduction of names and brief role. KH joined by conference call.

It was noted that SB has now retired and it is believed that DAC Lawrence Taylor will assume responsibility for certain elements of SB's role. KA will contact DAC Taylor to agree a replacement.

KA

IPo advised that the Pensions Ombudsman had been invited to a Board meeting and will attend the September meeting.

IPo

Minute	Conflicts of Interest and Confidentiality	Action
2019-27	No conflicts were raised and there were no declarations of interest.	
2019-28	Minutes of Previous Meeting IPo confirmed that everyone had seen and read Minutes of the previous meeting (6 th February 2019). These were confirmed as a true record.	Action
Minute	Pension Board Action List	Action
2019-30	((AL1) – Biography confirmed as having been received for KH, RA, DR and PO. Still awaited from CR. Biographies are to be sent to IPo and PM once complete. tPR training Toolkit completion confirmed by RA and DR. CR yet to complete.	CR CR
2019-31	(AL2) – ESA – The project has been signed off by the MPS and Equiniti with terms agreed re the scope and cost of the project. Project commencement is due to commence before the Board's next meeting in September.	KA
2019-32	(AL3) – Valuation – (See item 9 – Current Issues)	IPo / KA
2019-33	(AL5) – High Court Ruling	IPo / KA
2019-34	(AL7) Certificate of Entitlement – A change request has been submitted and this has now been agreed between the administrator and the MPS. Letters are expected to be sent to those in receipt of a dependant pensions asking for the recipient to confirm continuing eligibility. KA explained the scheme rules require the suspension of a dependents pension if that person cohabits or remarries. Letters should start to be sent out within the next few weeks. DR and KA also briefly discussed the NARPO campaign, seeking the removal of the abatement provisions on cohabitation or remarriage. An exception had already been made where benefits were being paid to the Spouse or civil partner of an officer who had been killed in the line of duty, but these provisions do not currently extend to a standard dependants pension. KA suggested that upto 5,000 people will receive a letter and that care will be taken with the wording of the letters in order to ensure this project is handled sensitively.	KA
2019-35	(AL8) – GMP Reconciliation – The next phase of GMP reconciliation is to commence with the administrator expecting that this will take about 6 months. Well considered communications are going to be required to ensure members are aware of what GMP reconciliation is and to manage their expectations with regards to the payment of benefits	KA

going forward. Where overpayments have been made, it is still expected that these would not be recovered, this is in line with the rest of the public sector pension schemes.

2019-36	(AL9) Data Quality Scores – Change control has not yet been signed off for this item. KA is currently working with the Home Office Technical Working Group to agree the conditional data items to be reported. The Pension Regulator Scheme Return is due in October and KA has advised Equiniti that he needs this exercise to be completed beforehand in order for a positive response to be provided. http://www.thepensionsregulator.gov.uk/measuring-data	KA
2019-37	(AL10) KA confirmed that this years' Annual Pension Benefit and Pensions Savings Statements will not be available on the portal, but will be sent to the member's home address. To manage expectations, a Notice has been published to alert Officers to this.	KA
2019-38	(AL11) Carry forward on Pension Savings Statement – The Board and members would like to see the carry forward included within the Pension Saving Statement. Equiniti are considering this and will provide the MPS with a template, to be agreed. It was also discussed whether Scheme Pays debits could be included within the Annual Benefit Statements. KA explained that this was difficult due to the fact that the scheme pays debit is calculated based on taking benefits at age 60. Where a member retires earlier than this, the debit is re-calculated based on the age that the member actually crystallises the benefits. KH thanked KA for the explanation.	KA
2019-38	(AL16) Pension Board Membership A matrix had been presented at the February meeting and this will be maintained going forward.	PM
2019-39	(AL19) 30 year Opt Outs - Agreed to close off action point AL19.	ALL
Minute	Knowledge and Understanding	Action
2019-40	At the previous meeting IPo said that he would share a training matrix with PM, which would aid with recording and maintaining a history of the training provided to / or attended by Board members. This was shared and PM provided a matrix with the history to date. RA and DR provided confirmation of their completion of the tPR public service toolkit on the date of the meeting – PM thanked members for these and will update the matrix accordingly. http://www.thepensionsregulator.gov.uk/public-service-schemes.aspx	All

Much of what was due to be discussed within this item had already been covered during the action list items.

2019-41 Auto Enrolment

KA

The date for the MPS re-enrolment exercise is the 1st May 2019. Analysis shows that around 2,300 officers who have been opted out for 12 months or more (excluding those who have opted out due to having certain HMRC protection status) will be re-enrolled back into the Police Pension Scheme on this date. Officers will have until midnight on the 8th May to opt out and avoid having pension contributions deducted from their May salary. Optants out forms received between the 9th and 31st May will have their May contributions refunded in June. For any opt-outs received post 1/6/2019, officers will accrue additional benefits within the pension scheme and the opt-out processed at the earliest opportunity.

Medical declarations will be required to be completed by prospective members for their eligibility to be assessed for ill health benefits. All officers will be enrolled into the PPS2015 scheme, unless they have opted out from PPS1987/2006 schemes in the last five years where they will be opted into the PPS2006 scheme.

The result of this exercise should be known by September 2019, as it is felt that those who wish to opt out again will have done so. KA confirmed that around 800 opt out forms had been received as at 8th May 2019.

Around 200 health declarations had also been received from members who wished to remain in the scheme.

KA confirmed that there were currently about 100 officers who were not entitled to ill health benefits and they pay a reduced rate of pension contributions due to their ineligibility to receive these benefits. However, this number is expected to rise as a result of this exercise.

Current levels of scheme participation was around 93% to 94%. KA confirmed that future opt-out data would be extracted from the payroll rather than the pensions administration database as the payroll data will include officers who opted out on day one and therefore be more accurate.

2019-42

KA

IDRP

KA discussed the IDRP cases over the quarter, there were 6 in total.

Three cases related to a complaint of inadequate information being provided in relation to transfers. There was one case where benefits

2019-43	has been incorrectly paid early and another of a delay in payment for a death in service case. The Board acknowledged these cases, but will monitor the transfer cases to see whether this is a developing trend.	KA
---------	---	----

Scheme Statistics

.

KA explained that the move of the administration services from London to Crawley had hit the KPI performance and that SSCL had put a remedial plan in place which seem to be working.

Statistics for April and May are expected to be vastly improved and these will be reported at the next meeting.

Minute	Communications	Action
	Auto Enrolment had been covered in the previous item by KA.	
2019-44	An action from the previous meeting was for KA to send IPo the joiner presentation pack issued by the MPS to new officers. It was confirmed this had been done. KA explained he had been to see a couple of companies keen to offer tax sessions to officers in the Met and was considering their proposals.	KA
Minute	Risk Register	Action
2019-45	IPo confirmed that he was happy with the current risk ratings within the register. The Board were invited to make any observations on this and there were no challenges or comments in leaving the Risk Register as it was for the time being.	IPo
Minute	Current Issues – Update from the Chair	
2019-46	IPo had met with the representative from the NPCC prior to the meeting and there was nothing of note to report to the board from this. IPo confirmed that employer pension costs rose from 24.2% to 31% on 1/4/2019. The McCloud case continues to dominate discussions between interested parties, including the Police Pension Scheme. It is expected that a decision could be made towards the end of May / Early June in regards to whether the government is able to appeal to the Supreme Court against the ruling for McCloud. Should the government be refused the right to appeal the judgement, the ramifications for the scheme, membership and scheme administrators will be potentially significant. Managing	Action IPo

expectations and clear communications will be required at the earliest opportunity and it is hoped that the responsible authorities are able to assist the MPS and others with timely information whatever the outcome.

IPo mentioned there was an annual Police and Fire Conference next week, 15th May at Smiths Square. IPo confirmed he was attending and encouraged others who may find it useful.

IPo confirmed that he was part of a pension's tax working group and that they were putting a case together to present to government, to give members a choice with regards to their pensions and taxation position. It was noted that as part of any potential scheme re-design the taxation of pensions (during accrual and when in payment), could be considered and dealt with better than it currently is.

IPo

The Chair will provide updates at the next Board meeting in September

Minute Any Other Business

Action

2019-46 DR had requested an update in relation to Officers accessing AVC benefits following the changes to the regulations which came about last year.

DR / KA

Standard Life and Equitable Life are currently doing things differently with regards to whether they will pay out full AVC pots to members. Standard Life will and Equitable will not. For those members who have an AVC policy with Equitable Life however, the MPS is aware that a number of Forces / Administrators will pay these pots to members on their behalf, but there a lack of clarity regarding whether this is permitted under the regulations.

There are potentially up to 500 members in the MPS who this affects and a number of them have enquired about taking the full cash value from their AVC policy.

2019-47 With no further business, IPo thanked members for their input and closed the meeting.

All

Minute Date of Next meeting

Action

2019-48 4th September 2019 9th floor (N) ESB

All