

Metropolitan Police Pension Board

Minutes of the Board's Meeting

Details

Date: 1ST June 2022

Place: Virtual Meeting – Microsoft Teams

Present

Role

From

Pension Board Members

Ian Pollitt (IPo)	Chair	Independent
Mark Pomroy (MP)	Employer Representative	Human Resources
Catherine Roper (CR)	Employer Representative	Operational Policing/Professionalism
Paul Oliffe (PO)	Employer Representative	Finance
Don Ratcliffe (DR)	Member Representative	NARPO
Paul Deller (PD)	Member Representative	Police Federation
Helen Harper (HH)	Member Representative	CPOSA

In Attendance

Ken Anthony (KA)	Pensions SME	Metropolitan Police
Ray Henry (RH)	Pensions SME	Metropolitan Police
Martin Bellingham (MB)	Guest	Met Friendly
Paul Mudd (PM)	Secretarial	XPS Administration

Apologies

Annabel Cowell (AC)	Employer Representative	MOPAC
Duncan Slade (DS)	Member Representative	Superintendents' Association

Minute

Introduction and apologies for absence

Action

2022-01

IPo opened the meeting and each attendee introduced themselves to new Member Representative HH, who in turn introduced herself to the Board and was welcomed.

IPo confirmed the Board as quorate, with the ToR requiring at least two Member and two Employer Representatives to be in

IPo

Minute 2022-02	attendance. This was followed up with a brief summary of who would be joining from Met Friendly later in the meeting. Conflicts of Interest and Confidentiality IPo asked Representatives to declare any conflicts of interest, explaining that a conflict would not necessarily preclude participation on the Board, as detailed within the Terms of Reference and the Conflicts Policy. DR advised he had a working relationship with Met Friendly and this was noted.	Action All
2022-03	Minutes of Previous Meeting IPo asked Members to confirm that they had received, read and agreed with the contents of the minutes from the previous meeting (2nd March 2022). These were then confirmed as a true and accurate record. CR queried an action that had been recorded at 2021-84 regarding the issuance of a personalised e-mail. KA confirmed that this had been completed. CR asked in respect of the accuracy of this and it was agreed to review offline (post meeting note – confirmed as accurate for specific review cases). CR remarked that the online training referenced within the minutes was good and IPo reminded all members about their need to complete the training. Note to PM to issue to HH.	IPo
2022-04 2022-05	Pension Board Action List (AL3) – Valuation – A brief explanation was given as to what the police valuation cycle was for and how it can impact employer and employee aspects of scheme benefits and costs. IPo had spoken to Clair Alcock of the NPCC who had confirmed that any outcomes would be subject to judicial review and that nothing is to be published until then. Following reviews of the cost cap in previous non-enacted valuations, there should have been adjustments to the costs or benefits. These have not been implemented primarily due to uncertainties surrounding the McCloud Judgement and costs.. There is a legal challenge to the non implementation of these changes being led by the Superintendents Association and PD confirmed that the Federation E&W had joined this challenge. (AL18) Communications to promote scheme membership – to be covered in the Update from Met Friendly.	IPo / KA KA

2022-06

Knowledge and Understanding

RH

RH had attended the CIPFA Pension Board Training event on the 18th May 2022 and provided a useful update to the Board.

Though heavily weighted towards the Local Government Pension Scheme, and the investment spectrum for ESG (Environmental, Social and Governance) matters, there were a number of topics that cross over to the Police Pension Scheme.

Key take-aways included:

The Pensions Regulator's (TPR) new Single Code of Practice (the New Code) is expected to come into force in the first half of 2022.

There will be a renewed focus on cyber security and a need to review and test IT infrastructure within which pension scheme data sits. This will include threat detection and robustness in dealing with ransom ware, DDOS (Distributed Denial of Service), theft of data, fraud, ID theft, phishing and data leak prevention.

The Board agreed that it would benefit from a demonstration from the administrator as to the robustness and readiness of their systems and procedures in terms of penetration testing, back ups, training and all things data protection to provide assurance on these items.

Colleagues from MPS Data Protection Team could also be invited to review written or verbal assurances for an expert view on what is already / planned to be in place. RH agreed to speak with SSCL and MPS DPT

IPo thanked RH for his update .

RH

2022-07

IPo reminded the Board that there is a legal responsibility for each representative to have sufficient knowledge and understanding of the Scheme and thanked everyone for their continued efforts in this respect.

IPo

The Public Service Toolkit was last updated with a module on Pension Scams, and it was recommended that Members of the Board complete this module.

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

Minute	Current Issues (continued)	Action
2022-08	<u>Remedy</u> KA confirmed that the legislation to move members to the new scheme had been enacted and that all remaining legacy scheme members were moved into the 2015 scheme with effect 1st April 2022. Further legislation to allow the next phase of Remedy to take place is awaited in advance of the October 2023 implementation date. The scoping exercise by SSCL and EQ in respect of Remedy work was not yet complete but was expected shortly. Once complete, planning can then begin on detailed implementation This will include. identification of those officers who will be entitled to some form of Remedy with options given based on criteria set out nationally. PD asked what the position will be for the widows and widowers of those officers who would have been be entitled to Remedy had it not been for their passing; the same question was asked for ill health and other settled cases, remarking that it is important that no-one falls through the gaps when Remedy is being implemented. KA said that a full scoping exercise will occur and members, or their representatives would be contacted without need to lodge a claim or apply. IPo asked other Board – Member Representatives for their comments on Remedy. HH that for her members it was very much of interest but for the moment, a case of wait and see. DR said that for retired members, there isn't a great deal of talk about Remedy at the moment, but that this could of course change.	All
2022-09	Update from Met Friendly The Board was joined by MB who is the Membership Support Director for Met Friendly. MB gave the Board an introduction to his role and the existing relationships he already has with a number of members of the Board and colleagues within the MPS. Met Friendly has been delivering pre-retirement sessions virtually and works with the Federation, MPS and other Forces around the country, delivering a series of mythbusting sessions,	MB

Minute
2022-09

acknowledging that the scheme has / is changing but that it remains an excellent

Action
MB

Update from Met Friendly (continued)

pension scheme and an extremely important component to aid recruitment and retention within the Police Service.

There is a joint goal between Met Friendly and all of their partners to keep Police Officers engaged and contributing to the Police Pension Scheme. IPo remarked that this is very much on the agenda of the MPS Board and of Boards nationally.

MB discussed the revamp of training at Hendon and that these sessions have returned to the pre-pandemic face-to-face format. However, the time now allocated to Met Friendly has been reduced from one hour to just 30 minutes, which is not sufficient time and due to the amount of information new recruits have to absorb, a 30 minute session on the financial and pensions aspects of their employment is leaving some recruits confused as there is very little time to process all the information.

The mythbusting sessions ran by Met Friendly had over 500 people subscribe to the session in 24 hours, proving there is a demand for clarity.

MB discussed the underlying factors influencing opt-outs, in particular the housing and rental cost pressure in and around London for new Police Officers.

MB alluded to some discussions amongst new recruits suggesting that if the pension scheme is increasingly unaffordable for new police officers then it can no longer be included in the overall benefits package with the obvious negative effects this will have on recruitment and retention. MP acknowledged that he was sighted on these discussions and it could be something that is fed into the Pay Review Body.

Met Friendly were minded to escalate a request for the one-hour pensions slot to be reinstated, not for additional fees but for their work to be effective.

IPo asked CR and HH whether they could enquire within their professional remit before such escalation was considered.. HH took an action to speak with Cmdr Adrian Usher of Met Training to get his view on this and will report back to KA and IPo. IPo thanked everyone for their assistance with this matter.

MB confirmed that Met Friendly had started working with Marty's Media to increase online and social media presence in an

attempt to use this method of communication alongside the more traditional ways.

Minute	Report by Senior Pensions Contract Manager	Action
2022-10	KA informed the Board that much of the operational and actions had already been covered during the earlier items of the meeting. <u>Statistics</u> KA had received an administration update from SSCL to supplement the statistics, which were presented to the Board. The SSCL update highlighted general stabilisation and that backlogs had all but disappeared. March retirements had spiked at almost 200 compared to the normal average of 60 or so per month. Reported statistics looked good compared to several months ago. IPO asked member representatives for their views in regards to the improvements to the service. PD does not believe that things have got better and he said that he can supply examples and statistics to KA and IPO.	KA
2022-11	PD said that PT (previously attended the Board in place of PD as Deputy), is spending significant amounts of time on pensions and queries that should be answered by EQ. IPO asked PD not to wait for the next Board meeting to provide this information. Action PD. DR said that EQ are certainly not back to business as usual and that NARPO was not receiving accurate reports or notification of deaths etc. He is liaising with BR (EQ) and AH (EQ) directly about NARPO requirements, but is very frustrated, saying he was looking for significant improvements. KA acknowledged that a degree of trust in the service provided by EQ had been lost and will take time to be rebuilt.	PD
2022-12	<u>Opt Outs</u> As part of the government tri-ennial auto enrolment exercise, the MPS re-enrolment date is the 1st June 2022. Every three years, employers must re-enrol officers who have opted-out of the Police Pension Scheme. KA said that as of today, 2,700 Officers will be brought into the PPS2015 which is now the default scheme for all officers. Within the first day, 300 opt-out requests had already been received. The Board continues to be hopeful that this will reduce the opt-out rate and will assess the effectiveness of the re-enrolment exercise in future meetings.	KA

Minute	Report by Senior Pensions Contract Manager (cont)	Action
2022-13	PD asked about the PO Box which had been set up to for Officers to send opt out forms to as this didn't seem to work and e-mails ended up having to be sent with scanned opt out forms. RH said he would investigate with EQ / SSCL. <u>Enhanced Returner Scheme</u> KA advised the board that the MPS had launched an Advanced Returner Scheme as the national uplift recruitment campaign was not seeing the required numbers to come through the door for various reasons. The general rules of the scheme were discussed including the non-abatement provisions and the financing of such a scheme. <u>GMP Reconciliation / Rectification</u>	KA/RH
2022-14	KA was due to meet with EQ during June to discuss the resumption of the GMP reconciliation project as this had stalled during the service instability.	KA
2022-15	Opt Out Update Already covered within KA report above	IPo
2022-16	Communications Already covered with the input from Met Friendly with nothing else on this matter from anybody.	IPo
2022-17	Risk Register IPo and KA had met in advance of the meeting and were comfortable with the Risk Register as it was currently presented. The Board agreed the Risk Register was an up-to- date summary of the risks the pension scheme faces.	All
2022-18	Update from the Chair IPo had met with Clair Alcock (NPCC) and discussions had taken place regarding the lack of centrally provided information, intervention or involvement from the Home Office and the Scheme Advisory Board on a number of issues and subjects eg GMP reconciliation and opt-outs. Unfortunately due to differing opinions between stakeholders, the SAB has not met for over a year. They discussed the opt-out issue which is widely acknowledged and IPo repeated the call for a national approach . IPo will invite CA to a future board meeting where these issues can be more widely discussed with the Board.	IPo

	Other Business	Action
Minute	With no further business to discuss, IPo thanked everyone for attending the meeting and reminded Board Members of the scheduled dates for forthcoming meetings	All
2022-19		
2022-20	Date of Next Meeting	All
	7 th September 2022	
	7 th December 2022	
	8 th March 2023	
	7 th June 2023	

DRAFT