

**LANCASHIRE COMBINED FIRE AUTHORITY  
RESOURCES COMMITTEE**

Meeting to be held on 21 March 2018

**LOCAL PENSION BOARD – FIREFIGHTER PENSION SCHEME**

Contact for further information:

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**Executive Summary**

The Local Pension Board (LPB) and delegation of responsibility to the Director of People & Development for the firefighter pension scheme management has been in operation since 2015.

The requirements have been fulfilled in respect of the scheme management with advice obtained and reported to the LPB.

Uncertainty still exists in respect of the roles and responsibilities of the LPB.

**Recommendation**

The Resources Committee is asked to:

1. Endorse the continuation of the current arrangements;
2. Require the Director of People & Development, as the delegated Scheme Manager, to produce proposals for any amendment to the representation on the LPB once a requirement is determined or request the continuation of the current arrangements until March 2019.

**1. Information**

As part of the Pension Reforms introduced following Lord Hutton's report into Pensions, a LPB was established in February 2015 to assist the Scheme Manager Lancashire Combined Fire Authority (LCFA) in securing compliance with the legislation regulations affecting the pension scheme as they affect the Firefighters Pension Schemes.

The CFA has delegated to the Director of People & Development the responsibility of complying with the relevant regulations and guidance.

The administrative process being undertaken under a contractual arrangement by the Local Pensions Partnership.

The LPB comprises of four members, the Deputy Chief Fire Officer, the Assistant Chief Fire Officer (representing the employees) and two Union officials (the Brigade Secretary and Officers Branch lead FBU) representing the pension members.

When the Board was established it was agreed that the LPB membership would be reviewed once the scope and activities of the LPB became clear. This is still not the case.

The LPB meets twice a year with the Scheme Manager and Jayne Hutchinson (HR Adviser, responsible for pension activities) reporting to the LPB members the current position, issues and actions.

A National Scheme Advisory Board has also been established to provide advice to both the Scheme Manager and LPB. This body has not as yet provided clarity to the relationship.

Clair Alcock, an LGA employee with responsibility for providing advice and guidance on firefighter pension activities and an adviser/member of the National Scheme Advisory Board, has been invited to attend the LPB to explain the national view of the role and responsibilities of the LPB, to ensure that the LPB is operating effectively. Unfortunately due to a diary clash at the last LPB her attendance has had to be rearranged.

Items addressed by the LPB have been:

- Conflicts of interest
- Terms of Reference
- Pension administration including monitoring of IDRPs
- Membership levels
- Pension Ombudsman/Pension Regulator issues
- Communications
- Member knowledge and understanding of the Pension Scheme

Unlike other Pension Boards, the firefighters' scheme has no funding issues to consider. This effectively limits the LPB relevance and workload.

The Scheme Manager has to ensure the following:

- Annual benefit information statements are provided to each Scheme Manager
- Publication of scheme information
- Ensure maintenance of scheme records
- Report to the Pension Regulator any late payments of contributions
- Establish and maintain internal controls to ensure the scheme is managed in accordance with the rules and legislative requirements.

The delegated Scheme Manager utilises the LPB to report against these requirements and the performance of our sub-contractor and any relevant interaction with both the Pensions Regulator and Ombudsman. The most valuable interaction is however in respect of communications over Pension issues.

At the most recent meeting the LPB members were consulted over any LPB membership development. The LPB were of the view that until a more meaningful workload had been determined then no determination should be made in respect of future membership.

**Financial Implications**

Within existing budgets.

**Sustainability or Environmental Impact**

Not applicable.

**Equality and Diversity Implications**

None

**Human Resource Implications**

None

**Business Risk Implications**

The Fire Authority is legislatively required to have a LPB, with equal representation of employer and members.

**Local Government (Access to Information) Act 1985  
List of Background Papers**

Paper	Date	Contact Bob Warren
Reason for inclusion in Part II, if appropriate:		