



ACTIONS AND AGREEMENTS

Wednesday 20 June 2018

18 Smith Square, Westminster, London SW1P 3HZ

PRESENT

Malcolm Eastwood	Chair
Cllr Ian Stephens	Scheme Employer Representative (LGA)
Cllr John Fuller	Scheme Employer Representative (LGA)
Cllr Roger Phillips	Scheme Employer Representative (LGA)
Cllr Roger Price	Scheme Employer Representative (LGA)
Fiona Twycross AM	Scheme Employer Representative (LGA)
Andrew Hopkinson (Sub)	Scheme Member Representative (FLA)
Dave Limer	Scheme Member Representative (FBU)
Francis Bishop	Scheme Member Representative (FBU)
Glyn Morgan	Scheme Member Representative (FOA)
Sean Starbuck	Scheme Member Representative (FBU)
Tristan Ashby	Scheme Member Representative (RFU)
Helen Scargill	Technical Adviser
Jane Marshall	Legal Adviser
Andrew Bosmans	SYFRS LPB (Observer)
Claire McGow	SPPA (Observer)
Neil Wilson	TPR (Presenter)
Clair Alcock	LGA – Board secretariat
Claire Hey	LGA – Board secretariat
Anthony Mooney	Home Office
Jayne Baldock	Home Office

1. Apologies

- 1.1 Apologies were received from Cllr John Bell and Samantha Rye. Des Prichard was also unable to attend and was substituted by Andrew Hopkinson for the Fire Leaders Association (FLA).

2. Changes to membership

- 2.1 A nomination is still required from the Labour group. Clair Alcock (CA) to chase up.

3. Conflicts of Interest

3.1 None recorded.

4. Chair's Update

4.1 Malcolm Eastwood (ME) informed the group of events attended in his capacity as chair of the Scheme Advisory Board (SAB) since the last meeting:

- ITM Data Conference
- LGA Data Conference – CA highlighted the importance of data in 2018 and the available resources that the secretariat have provided for FRAs.
- Technical Group
- Cumbria Pension Board
- Special Members of the 2006 Scheme Workshop
- Joint Police and Fire governance conference
- North East Regional Group
- TPR stakeholder group
- DWP pension dashboard project meeting

5. Minutes from previous meeting 9 March 2018

5.1 The minutes were agreed as an accurate record and there were no matters arising.

6. Welcome to Legal Adviser

6.1 ME welcomed Jane Marshall (JM) of Weightmans to the meeting and invited a short introduction. Following a tendering process, JM has been appointed as Legal Adviser to the Board.

6.2 JM confirmed that Weightmans is a national practice with office in various locations. JM specialises in public service pension scheme law and has particular experience in the following areas: ill-health and injury pensions for the Police; FPS; LGPS, acting for both funds and employers; and education establishments.

7. Current status of bid proposals

7.1 CA confirmed that there are two on-going bid proposals outstanding, one for a permanent actuarial adviser to the board and the second to carry out a value-for-money benchmarking review of FPS administration.

7.2 Two bids have been received for the actuarial position and once these have been reviewed, a summary paper will be prepared for the SAB selection committee to make an appointment.

- 7.3 Two bids are also expected for the benchmarking exercise. This is expected to be a significant project as benchmarking of costs has never taken place for the administration of the Firefighters Pension Scheme before. The scale of the project is likely to be reflected in the bidders proposals. However, it is crucial for the SAB to understand the full costs in order to move forward with any recommendations for change to the future administration of the schemes.
- 7.4 Cllr Roger Phillips (RPh) requested assurance that the funds are available for benchmarking without putting a strain on the Board's budget. CA confirmed that there was some carry forward from previous years that the board has assigned for future project work.
- 7.5 CA stated that the two appointments once made, along with the legal adviser, will guarantee the SAB a strong position to proceed with its annual workplan objectives.

8. Home Office update

- 8.1 Jayne Baldock (JB) gave an update on the 2018 amendment order SI which the Home Office hope will be laid in September. This is primarily in response to the Brewster case and removes the requirement for a nomination form in FPS 2006 for a surviving cohabiting partner's pension to be paid in the event of the member's death.
- 8.2 Sean Starbuck (SS) commented that FBU have contacted by a number of members wanting to challenge the lack of provision within FPS 1992 for unmarried partners' survivor benefits. Anthony Mooney (AM) replied that the decision was taken by the FPC when FPS 2006 was introduced that the provision for unmarried partner benefits should not be extended to FPS 1992 due to costings.
- 8.3 JB updated the group in relation to the Walker case which deals with survivor benefits for civil partners and same-sex spouses. A legislation change is being worked on for FPS, however, as the amendment order will need to be laid at the same time as the more complex police scheme legislation, there may be some delay. It is expected that the SI may be laid in February 2019.
- 8.4 CA confirmed that guidance notes will be distributed to FRAs following each amendment order outlining any action points.
- 8.5 JB informed the Board there is as yet no outcome on the 2016 valuation and the results are delayed with HM Treasury for all public service schemes. The Home Office have a meeting with HMT next week to discuss the position.
- 8.6 SS asked whether the issues surrounding past service costs including pensionable pay are being considered for the valuation, as raised in the Board's consultation response. AM replied that this fell outside of the scope of the valuation consultation, but will be considered by the Home Office and responded to separately. JB added that all points raised are being considered in the round.

8.7 SS raised a query regarding ill health pensions and the lack of mechanism to uplift a lower tier award to upper tier upon review. SS asked if opportunity could be given to present a case for consideration, either through the SAB or independently.

8.8 AM responded that ill health pensions are assessed based on the medical condition at the point of retirement to allow for early release of the pension due to ill-health. Any worsening of that condition in retirement should then be compensated through state benefits.

Where ill-health arises from operational duties, then an injury pension is usually also awarded. Injury pensions operate differently to allow a review of worsening ill-health and can be reviewed up or down based on a degree of disablement reflecting the earnings capacity.

8.9 CA supported a review of the IQMP process, particularly in relation to mental health conditions. Helen Scargill (HS) and CA confirmed that anecdotally there is confusion around the procedure and occasionally IQMPs are making pension determinations when they should be opining on health only. Extra support is needed, which could be in the form of guidance, to aid IQMP's understanding.

8.10 AM queried whether poor IQMP decisions are being made and if this is due to the complexity of the process. HS commented that IQMPs are reluctant to make decisions on permanency, so guidance and a process structure is needed. JM added that the reluctance in decisions regarding permanency is especially relevant to mental health.

8.11 JM added that her work with the police schemes has highlighted the general confusion around the process, which has been exacerbated since the government stopped producing guidance.

8.12 SS suggested that the Association of Local Authority Medical Advisors (ALAMA) could be approached to consult on new draft guidance. ME added that a review would be timely as anecdotal evidence suggests that not all IQMPs understand their role. Glyn Morgan (GM) also supported a review.

8.13 CA noted that the Fire Communications Working Group (FCWG) is currently reviewing the IQMP forms, so production of guidance could be linked in to this to form a larger piece of work.

9. TPR Governance and Admin Survey Results

9.1 Neil Wilson (NW) from the Pensions Regulator (TPR) attended the meeting to provide an update to the Board on the latest governance and administration survey results. The overall results were discussed to benchmark FPS against the other public service schemes.

Summary - <http://www.thepensionsregulator.gov.uk/docs/public-service-research-summary-2018.pdf>

Methodology

- 9.2 The survey is sent to all public service schemes, but is not compulsory. It is also not compulsory to answer all questions and the answers are not attributable. The survey invitation is sent to scheme managers, to complete with their Local Pension Board (LPB) chair. More engagement between the two parties is needed.

Headline findings

- 9.3 FPS achieved a high percentage of the six individual key processes in place, but only 41% had all six. TPR expect that schemes are working towards having all processes in place and to see an improvement in future years. There has been significant increase in FPS key results although still with room for further improvement. All necessary information and resources are available to authorities on websites, so TPR would like these to be better utilised.
- 9.4 There was a marked improvement on the provision of Annual Benefit Statements (ABS); further work needs to be done on assessing the materiality of breaches, using the TPR RAG rating. Red is a clear breach, some discretion exists for amber breaches.

Scheme governance

- 9.5 Frequency of meetings is a concern for TPR. Legislation proscribes a minimum of two per year, however, this is not effective for monitoring and review. The proportion of scheme managers attending board meetings has increased.
- 9.6 A large increase in skills and knowledge to run the scheme was reported; less so for time and resources. Work is also needed around evaluation of board performance, as this is significantly lower for FPS than other schemes.

Managing risk

- 9.7 FPS are still behind the curve on managing risk, although there has been a significant year on year increase. NW confirmed that it will take more time to establish trends. The top recorded risks for FPS are securing compliance with regulations and record keeping, which is also a key focus for TPR.
- 9.8 Both common and scheme specific (conditional) data scores will be required in this year's scheme return. Schemes will be asked to report when the data was last measured along with the scores. For the first year TPR are asking schemes to be honest in their responses, so that an accurate picture can be formed. Expectation is low, but annual improvement is expected.

- 9.9 SS noted that failure of internal controls is markedly higher at 24% for FPS and asked if NW could provide further insight. NW remarked that it is not possible to establish whether scheme managers wish to indicate that this is a potential risk or whether there has been an actual failure, which could also relate to the administrator.
- 9.10 SS asked if the secretariat could pursue this. CA confirmed that the need for internal controls is stressed at LPB training sessions, but in some circumstances the FRA cannot identify who the scheme manager is, or it is being delegated too far down the authority's hierarchy. CA proposed offering dedicated scheme manager training.
- 9.11 GM commented that uncertainty around the scheme manager role casts doubt on the previous results suggesting increased engagement. SS also noted concern over the 57% of respondents who identified securing compliance with regulations as a risk, suggesting a lack of understanding of legislation and internal controls.
- 9.12 CA noted that an email which had recently been sent to LPB chairs and lead contacts to request an update on the status of the scheme reconciliation to provide to treasury had only received eight responses, which indicated poor internal controls if the board chairs could not use recent minutes in order to comment.
- 9.13 ME suggested that the results show that FRAs were very self-critical and the questions were answered honestly.
- 9.14 HS indicated that there can be a big disparity between authorities, and a lack of pension knowledge at individual FRAs can lead to a lack of decision making confidence / poor decisions. NW added that a change of personnel can impact on the survey results, which is why consultation with the board avoids a single point of failure. TPR do not follow up on individual survey results where they are not attributable.

Data

- 9.15 Concerning the transfer of data from employer to administrator, FPS indicated that fines are not often levied for poor performance. There was an expectation that scores on administration and record-keeping, and provision of data, should be 100% as FPS is a single employer scheme. However, this was not the case.
- 9.16 NW confirmed that TPR are looking at cyber security and cyber resilience of schemes across the piece, though responsibility is owned by the Information Commissioner's Office (ICO).
- 9.17 Schemes never having carried out a data review is a big concern to TPR. FPS are least likely to identify issues from a review, indicating either that there are no issues or the review is not being carried out thoroughly. HS clarified that each FRA is a relatively small employer, so it is possible that there are no issues. WYPF have a very limited data mismatch from the year-end returns, so there is not necessarily cause for concern. Data reviews are often carried out annually as part of the ABS process.

9.18 CA agreed with the above point, which is supported by the reported status of the scheme reconciliation exercise. Single employer data can be more reliable than multi-employer. CA highlighted that LPBs should self-assess against the survey results.

9.19 NW remarked that it will be interesting to see how the results of the data scoring in the 2018 scheme return correspond with the survey results, as there has been no consistency so far in addressing issues.

Communications

9.20 NW noted the increase in provision of ABS, as issues with software have now been resolved in the main. FRAs are asked to consider materiality if the same 10 members are consistently not receiving an ABS within the statutory timescales. NW highlighted the secretariat's work in providing a consistent template and notes. Increased use of on-line self-service solutions, where the member can log on to view ABS is also reducing the administrator burden. NW recommended that FRAs contact TPR if they have any concerns over breaches.

9.21 RPh stressed the importance of accuracy, in addition to timeliness. FRAs need to have the confidence to contact TPR to discuss problems and resolutions.

9.22 SS asked whether the increase is due to the work of the secretariat. CA responded that it is due rather to software improvements, so cannot take the credit on this occasion. The most recent ABS template and notes have recently been issued to FRAs; the work of the secretariat supports the improvements, but is not the solution.

9.23 HS stated that WYPF have implemented monthly returns within this cycle, which may present extra challenges for the ABS as data is being requested in a new format. Changes in procedure can impact on performance. NW commented that FPS have not yet fallen into poor habits, being relatively new to ABS production. HS confirmed it is a learning curve for LPBs on materiality.

Resolving issues

9.24 FPS reported a low number of complaints, although a high proportion of those complaints entered an Internal Dispute Resolution Procedure (IDRP). SS accredited this to the training FBU provide on IDRPs and the different route for lodging medical appeals. Fiona Twycross (FT) supported this point; highlighting the difference in police numbers, as they are a non-unionised body and may not be aware which complaint route to follow.

9.25 CA noted that a successful outcome at IDRP stage would appear to be reflected in that the Pensions Ombudsman (TPO) report far fewer cases being escalated to them.

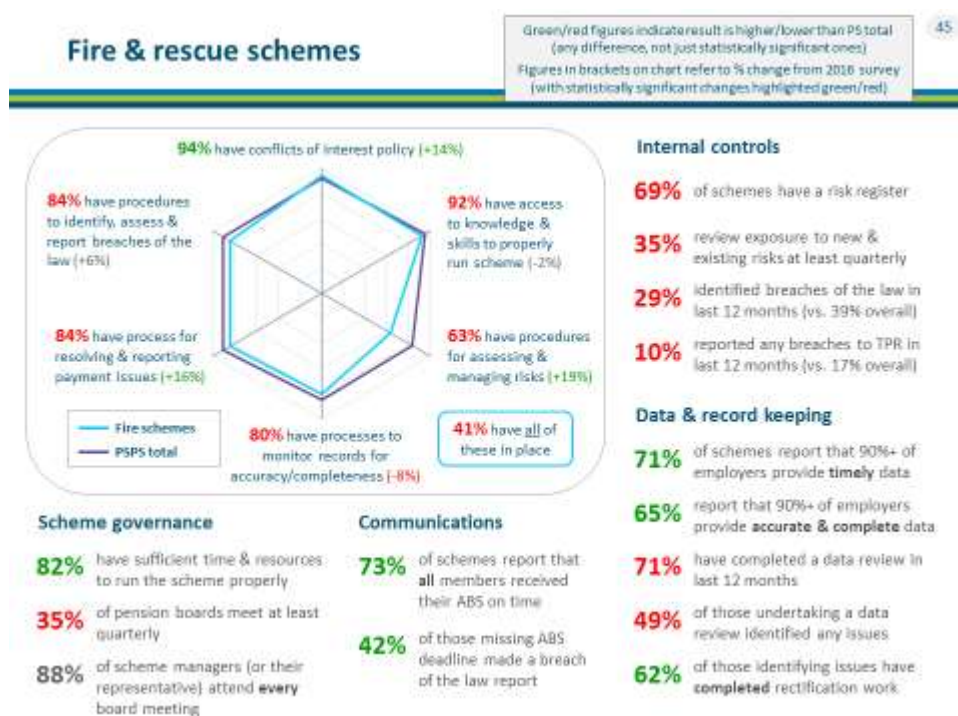
Reporting breaches

- 9.26 Reporting of breaches has reduced from last year, hopefully indicating that not as many have occurred, although there is not yet enough data to track trends. The requirement to report should be taken into account for the timing of LPB meetings, for example, to coincide with the ABS deadline.
- 9.27 CA asked HS whether the board chairs of FRAs administered by WYPF would be aware of the potential ABS challenge faced by the Fund this year. HS confirmed no, in the main, although Andrew Bosmans (AB) as chair of the South Yorkshire FRA board confirmed that breaches are tracked at their meetings and they are aware of the above. AB confirmed that he has been chair since the inception of the board. ME commented that this demonstrates that consistency of members and chairs is key to boards understanding and fulfilling their responsibilities.

Addressing governance and administration issues

- 9.28 Scheme complexity is perceived to be the main barrier to improving governance and administration, which could be a reflection of the knowledge and skills of board members.
- 9.29 SS remarked on a trend in responses which indicate that administrators and scheme managers do not understand the FPS. NW commented that poor results could be due to a lack of meetings and training, rather than aversion. ME added that LPBs are relatively new and turnover of members affects levels of knowledge; these concerns will be picked up through the LPB effectiveness committee actions.
- 9.30 RPh stated that pensions is a specialist sector. Schemes did not welcome the introduction of governance, but that is why it is necessary. TPR is key to the governance journey. NW clarified that TPR have a team of three people tasked with engagement of public service schemes. ME remarked that the SAB is fortunate that TPR is willing to engage with FPS and attend events regularly.

Pen portraits (scheme type)



9.31 FT asked whether TPR can identify across the survey results whether there are consistently poorly performing boards or a proportion which give cause for concern.

9.32 NW confirmed this level of analysis may be available internally, but is not publicly available. A deep dive on 10% of LGPS funds is taking place, due to concerns over lack of engagement.

9.33 SS noted that the pen portrait is a useful tool for the Board which could be used to identify actions to support LPBs on the elements with lower scores. TA commented that the problem lies with boards who are not engaging with the SAB and the message needs to be communicated that part of the SAB's role is to assist and support boards.

9.34 Cllr Roger Price (RPr) queried whether LPBs would be amalgamated where a PCC becomes a PFCC. CA confirmed that the boards remain separate in legislation, although the PCC becomes the scheme manager. In these instances, CA opined, that the logical step would be an overriding pension committee which would oversee the administration of both fire and police schemes.

9.35 ME asked if FT had any comment on the mayoral position as applicable to London Fire Brigade (LFB). FT confirmed this is now London Fire Commission (LFC) and the Commissioner is the scheme manager.

9.36 CA summarised the presentation by stating this is a snapshot of the position in November 2017 and there is evidence that improvements have already been made since then through engagement and provision of resources. CA demonstrated the resources available to boards on www.fpsboard.org, highlighting the breach assessment template.

CA reminded the board that Fire schemes had started from a lower base than others, so the improvement they have made has been significant. This was in fact recognised in TPRs report by specific reference to the Firefighters scheme. Nevertheless CA suggested that the SAB may wish to take a firmer stance if scores do not show improved performance next year.

9.37 NW congratulated the Board on the work done to support FPS in improving scores this year, especially as engagement on LGPS seems to have stalled.

10. Risk register update

10.1 CA stated that there has not yet been opportunity to update the risk register as discussed at the March meeting and therefore the Board were asked to suggest any areas of risk to be added. Pensionable pay has already been identified and now that a legal adviser has been appointed, this can be addressed.

10.2 SS commented that the outcome of the MAWW ombudsman case is awaited before any progress can be made on the issue of pensionable pay. SS suggested that risk relating to complexity of legislation needs to be reassessed in light of the TPR survey results. SS asked whether the register will be a dynamic document and a standing item for review at each meeting.

10.3 CA agreed the above and confirmed that the register will be published once agreed, and reviewed at each Board meeting.

11. Annual conference

11.1 A paper was distributed to the Board in advance of the meeting outlining costs and options for the annual FPS conference to be held in September. CA confirmed the contents of the paper and detailed the events which took place in previous years, noting the excellent feedback received and invaluable networking opportunity provided. Views were requested from the group, due to the increased cost of venue hire at 18 Smith Square.

11.2 ME remarked that the event is of great benefit to FRAs and administrators and requested that the sponsorship option be disregarded in order for the SAB to retain independence.

11.3 FT commented that the event should go ahead as planned if the funding is available through the budget as it is a key event in the calendar. It may be difficult to source an alternative venue at this stage, but the event and location should be reviewed for future years.

11.4 CA confirmed the difficulty in finding suitable alternative accommodation for the conference due to the size and number of rooms required: one main room with up to three smaller breakout rooms. The tariffs at 18 Smith Square are competitive for a central London location.

- 11.5 GM stated it is a legitimate role of the Board to host these events and provision is made within the budget. GM disregarded the application of a delegate charge, as FRAs are contributing to the event budget through the SAB levy. ME added that a delegate charge may affect attendance levels. RPh remarked that people should not be given any excuse not to attend.
- 11.6 Cllr John Fuller (JF) supported the points made by GM and added that 18 Smith Square has extensively redeveloped conference amenities with modern AV technology and offers a range of catering options.
- 11.7 JM asked whether the event must take place in London as Weightmans have various locations across the country which could potentially be made available. CA confirmed that alternatives can certainly be considered providing the appropriate space is available.
- 11.8 Agreement was reached by the group that the conference should proceed over two days as suggested. Delegates will be surveyed after the event and alternative venues considered for subsequent years.

12. Internal Dispute Resolution Procedure (IDRP)

- 12.1 [Paper 3](#) was submitted to the Board in advance of the meeting for consideration of reviewing the current two stage IDRP process. CA invited comments from the group.
- 12.2 SS confirmed that he had a number of comments. In relation to paragraph 9, SS stated that the infrequency of cases being overturned at the second stage leads to an increase in unnecessary referrals to TPO. However, the problem lies with a lack of training and understanding than a flaw in the procedure. SPPA have already adopted a single stage procedure, but their circumstances are different as a single FRA.
- 12.3 SS opined that the two stage procedure is retained, with greater meaning given to the second stage by improving knowledge and understanding at FRAs. SS added that there can also be a lack of understanding at the first stage.
- 12.4 JM queried whether a one stage process could be adopted if it was heard by an experienced individual with the appropriate knowledge and skill set.
- 12.5 SS suggested that the first stage should be a more informal decision, with a more formal determination at second stage. This would allow more control over the process and allow the member two opportunities to present their case at a local level before referral to TPO.
- 12.6 Dave Limer (DL) opined that having the second stage encourages better engagement at stage one, as the respondent is aware that their decision will come under scrutiny as stage two. The Pensions Advisory Service (TPAS) and TPO have recently merged with improvement to the customer journey high on their agenda. DL suggested that the two stage process is crucial in reducing the number of cases reaching TPO and therefore supports this aim.

- 12.7 GM commented that it is necessary to keep the two stage process to retain independence. Scotland FRS have a different set up so the one stage process is appropriate for them. GM added that second stage knowledge is essential.
- 12.8 TA agreed that the two stage process should be retained. RPr agreed the need for two stages with more training for elected members, which would improve all aspects of pension governance.
- 12.9 Andrew Hopkinson (AH) remarked that the two stage process is sensible and that the problem needs to be addressed at source, rather than changing the procedure to fit.
- 12.10 CA commented that TPO have been vocal on implementing a one stage procedure. Claire McGow (CMc) was able to provide a view from SPPA, stating that a change was easier in Scotland as SPPA are the single administrator. Previously operational colleagues were dealing with stage one and this was not effective; the second stage would be reviewed by the policy team who looked at the case more holistically and regularly overturned the stage one decision.
- 12.11 A single stage procedure for SPPA allows a quicker resolution, with one independent person dealing with the member consistently throughout the process. TPO were supportive of the change and SPPA now have better engagement with members and TPO on an informal basis.
- 12.12 AH asked where elected members may be able to access IDRPs training. HS queried what information relating to IDRPs should be provided to LPBs; this should obviously not include personal details, but the boards should be made aware of what the disputes relate to, rather than just volumes, so that they can identify trends.
- 12.13 JF commented that speedy and effective resolution of cases is needed, and so would support a streamlined one stage process carried out efficiently, with the member retaining their right of appeal to TPO.
- 12.14 SS remarked that the two stage process can be quick; it is the TPO determination which takes time. The second stage does need to be dealt with effectively, but this can be contained within the FRA.
- 12.15 AH added that if training proves to be unsuccessful, a review of procedure could then be reconsidered. FT asked when IDRPs was last discussed at FSMC, as this could be an avenue to promote the importance of effective IDRPs.
- 12.16 ME summarised the Board's agreement that the existing two stage procedure will be retained, subject to education and future review.

ACTION: CA to reissue the original guidance and offer training and support to FRAs.

13. Technical group update

- 13.1 HS confirmed that this is a standing item on the agenda should anything need escalating from the Firefighter Pensions Technical Community. At present there is nothing to escalate, however, it was considered timely to provide an update on the work of the group.
- 13.2 HS confirmed that the format of the meeting has improved over recent sessions, with a greater focus on reaching consensus on technical queries and feeding back from the regional groups. The next FPS bulletin will include a new procedure and form to raise queries to the Bluelight pensions team with a 28 day turnaround time, allowing a more streamlined process and greater transparency.
- 13.3 One of the current priorities for the group is a guide to final salary protection and combining service within FPS, comprising of a booklet and flowchart. The guide will aimed at administrators and will be available in the public domain.
- 13.4 SS asked whether there was any timescale for this and offered assistance in developing the guide, which was gratefully accepted.
- 13.5 HS confirmed there is no firm timescale, as further considerations and scenarios continue to be uncovered. It may be issued as a living document, which can be revised in real time. CA is hopeful that the guide will be available for release and discussion as the AGM in September. The guide will be discussed at the next FCWG on 26 June and the technical meeting on 2 July, and may require legal direction from JM. Consultation on the draft document will take place before release.
- 13.6 CA informed the Board that entitlement to a two pension award (or “split pension”) will also be discussed at the next technical meeting. A number of queries have been received from administrators who are being inundated with requests for quotes. CA has commenced a first draft of a two pension factsheet which will be shared with SS to seek agreement before publication.
- 13.7 SS remarked that members should be informed to make a note of their entitlement, but as an automatic protection, the calculation will be done on their behalf at retirement. HS added that a proactive administrator would send a letter to the member at the point of reduction to confirm the potential future entitlement.

14. Update on actions summary/ items delivered

14.1 Items highlighted in yellow indicate completed actions since the last meeting:

- Board policies to be drafted – timetabled for next year. CA informed the Board of the formation of a focus group of public service board secretariats to share best practice, including template policies.
- To note that past service costs on pensionable pay remains a risk – standing item.
- Survey FRAs on impact of pensionable pay – legal adviser now appointed, however, awaiting outcome of MAWW TPO decision and SYFRS determination on CPC.
- Draft guidance note to boards to ensure they satisfy themselves that pensionable pay is correct in light of Norman V Cheshire – see above.
- Risk strategy – development of SAB risk register in progress.
- SAB to lead on data improvement – CA has contacted all FRAs with data excluded from valuation assumptions and article included in bulletin.
- SAB to work with sub committees to develop standard list of scheme specific data – in progress. CA to pick up with software suppliers.
- SAB to champion use of on line technology – secretariat continuing to promote through training and considering alternative methods of raising profile.
- Board to invite Annemarie Allen to provide feedback – follow up article included in May bulletin.
- Tender for permanent actuarial adviser and admin benchmarking review.
- SAB to respond to TPO judgement on pensionable pay

15. Future meeting dates and venues

Scheme Advisory Board Meetings

All meetings to be held at 18 Smith Square 10.30am until 3.30pm. Details are held on the member area of the SAB website.

Thursday 4 October 2018 (Westminster room)

Wednesday 5 December 2018

AGM –17th & 18th September

16. AOB

16.1 ME asked FT to give an update on the position at LFB. FT confirmed that from 1 April 2018, there is no longer a fire authority. FT is now deputy mayor for London with fire responsibility. All congratulated FT on her appointment. Dany Cotton is now Fire Commissioner and scheme manager, and the London Assembly is now a scrutiny committee.