



Firefighters' Pensions England

Scheme Advisory Board

LPB EFFECTIVENESS COMMITTEE

ACTIONS AND AGREEMENTS

Tuesday 14 July 2026

MS Teams

PRESENT

Tony Curry (TC)	Chair
Alan Tranter (AT)	Independent member (LPB Experience)
Emma Scott (ES)	Human Resources Representative (Royal Berkshire)
James Clarkson (JC)	Practitioner Representative (West Yorkshire FRS)
Jill Swift (JS)	LGA – Board secretariat
Tara Atkins (TA)	LGA – Board secretariat
Suzanne Williams (SW)	LGA – Board secretariat (minutes)

APOLOGIES

Claire Johnson (CJ)	LGA – Board secretariat
Joanne Livingstone (JL)	SAB Chair
Paul Bennett (PB)	FRA/LPB Representative (West Midlands LPB)

1. Introductions and apologies

- 1.1. Apologies were received from Joanne Livingstone (JL), Claire Johnson (CJ) and Paul Bennett (PB).

2. Chair's welcome

- 2.1. Tony Curry (TC) opened the meeting and welcomed those present.
- 2.2. TC moved to the first item of the [agenda](#).

3. Minutes and actions from last meeting.

- 3.1. Tara Atkins (TA) asked if there were any comments on the minutes from the meeting held on 19 May 2026, none were received. TA moved to an update on actions.
- 3.2. *LGA to share feedback from the SAB on the deemed election guidance with the LPB Effectiveness Committee.*
 - 3.2.1. TA advised that this would be discussed under item 7 of the agenda: SAB Update – Deemed Elections.

COMPLETE

Scheme Advisory Board Secretariat

18 Smith Square, Westminster, London SW1P 3HZ T 020 7664 3189/ 020 7664 3205 E bluelight.pensions@local.gov.uk

3.3. *Further consider the operation and interpretation of deemed elections, including any regulatory flexibility beyond the 12-month period, at the SAB.*

3.3.1. TA advised that this remains in progress and would be discussed under item 7 of the agenda: SAB Update – Deemed Elections.

IN PROGRESS

3.4. *LGA to conduct a review of local pension board representation, share the findings with the Committee, and consider any identified gaps or disparities to inform the development of targeted communications aimed at improving representation.*

3.4.1. TA advised that this had been completed and would be discussed under item 6 of the agenda: Local Pension Board Membership, Structure and Meeting Arrangements

COMPLETE

3.5. *LGA and JL to take forward discussion regarding alternative pension scheme options to support engagement among younger members to SAB.*

3.5.1. *Discussions have taken place, with the issue to be brought to the June SAB meeting.* **COMPLETE**

3.6. *LGA to consider options for maintaining appropriate employer representation on the Committees, including reviewing potential alignment with SAB membership, and report back once discussions are concluded.* **IN PROGRESS**

3.7. *Committee to share best practice outside of the existing guidance to support LPBs and scheme managers with recruitment and engagement, including options for improving visibility of LPB roles and encouraging potential candidates.* **IN PROGRESS**

3.8. *LGA to develop a tailored Training Needs Analysis (TNA) template for Local Pension Boards to support consistent identification of training requirements and inform future training planning.*

3.8.1. TA advised that this had been completed and would be discussed under item 8 of the agenda: Local Pension Board Resources - Training Assessment Strategy

COMPLETE

3.9. *LGA to develop guidance on expected levels of ongoing training for LPB members, including indicative annual training commitments and recognition of training undertaken within board meetings as part of overall development.*

3.9.1. TA advised that this had been completed and would be discussed under item 8 of the agenda: Local Pension Board Resources - Training Assessment Strategy.

COMPLETE

3.10. *LGA to consider how LPB member training and capability can be incorporated into governance frameworks, including reflection within risk registers.*

3.10.1. TA advised that this had been completed and would be discussed under item 8 of the agenda: Local Pension Board Resources - Training Assessment Strategy.

COMPLETE

3.11. *LGA to explore options for gathering consistent data from LPBs on performance and effectiveness, including consideration of an annual return or audit-style approach to inform Committee understanding and support.* **IN PROGRESS**

3.12. *LGA to engage with The Pensions Regulator (TPR) to understand current arrangements for governance and administration surveys, including frequency and scope, and to explore opportunities to utilise existing data to support Committee oversight.* **IN PROGRESS**

3.13. TC provided an update on the action relating to employee representation on Local Pension Boards. Following discussions with FBU representatives across 11 regions, TC reported that there did not appear to be a significant issue regarding employee representation on LPBs. Only a small number of boards were identified where employee representatives were not currently in place, and this was already being reviewed with the relevant Brigade and Regional Secretaries.

3.14. The committee noted that the position appeared stronger than initially anticipated and that employee representation, particularly through Fire Brigades Union representatives, was generally well established across LPBs.

3.15. TA advised that feedback received through the LPB Chairs Forum suggested that challenges were more commonly associated with employer representation rather than employee representation. Some authorities reported difficulties securing engagement from employer representatives, particularly where terms of reference required an elected member or a member of the senior leadership team to sit on the board. Competing commitments could affect attendance and participation in LPB meetings.

3.16. TA noted that the survey responses previously gathered did not fully align with anecdotal feedback received through other channels.

4. Training Review

- 4.1. TA presented the [review of Local Pension Board \(LPB\) training](#) delivered during the previous six months and the planned programme for the next six months.
- 4.2. The committee noted that participation levels remained strong, particularly for the full LPB training programme. TA reported that the revised two-day training format continued to be well received, and feedback indicated it supported improved knowledge retention. Refresher training sessions remained valuable, although attendance levels were significantly lower than for the full training programme.
- 4.3. TA advised that a greater number of refresher sessions had been introduced this year following a reduction in attendance at full training sessions during the previous year. It was anticipated that the proposed LPB Training Strategy, including annual refresher training expectations, would encourage greater participation in refresher training going forward.
- 4.4. TA provided an update on the Need for Change programme and advised that proposals currently being developed included dedicated governance and training roles within the LGA team. Members noted that, if approved, these roles would provide additional capacity to support Local Pension Boards, enhance training provision and deliver more tailored support to the sector.
- 4.5. TA advised that some Fire and Rescue Authorities had requested a return to authority-based training delivery due to difficulties releasing members to attend centrally delivered sessions. Whilst this was not achievable within current resources, the proposed dedicated training role could provide greater flexibility to deliver bespoke training arrangements in the future.
- 4.6. The committee noted that face-to-face LPB training would continue to be offered. Following changes to the governance programme at the Annual Conference, face-to-face LPB training would be delivered separately from the conference. Attendance levels would be monitored and alternative arrangements considered if demand was insufficient to justify in-person delivery.
- 4.7. TA reported that the LGA team had recently delivered bespoke training sessions to a Fire and Rescue Authority. This approach had enabled multiple pension-related topics to be delivered during a single visit and had been beneficial from both a training and efficiency perspective.
- 4.8. TA advised that feedback from training participants remained consistently positive. Sessions were typically scored between 8 to 10 out of 10, with respondents indicating that training met or exceeded their expectations and was delivered at an appropriate level.

- 4.9. Between January and June, five training events had been delivered, including full LPB training, refresher training and Scheme Manager training. A total of 76 registrations had been recorded across the programme.
- 4.10. The committee noted that full LPB training continued to attract the strongest attendance, with both May sessions receiving 21 registrations.
- 4.11. TA advised that the Scheme Manager training session had attracted nine attendees. Participation had included both Scheme Managers and officers supporting that function, which was considered encouraging.
- 4.12. A further programme of full LPB training, refresher training and Scheme Manager training had been scheduled for the remainder of the year. Attendance levels would continue to be monitored, particularly for the face-to-face training event which had only recently been advertised.
- 4.13. Alan Tranter (AT) welcomed the positive feedback but suggested that the committee should consider how the effectiveness of training could be measured beyond participant satisfaction scores. He proposed exploring whether attendees could be contacted six months after completing training to assess how learning had been applied in practice and whether it had improved governance arrangements and decision-making.
- 4.14. TA advised that the LGA team had been exploring ways to assess the longer-term impact of training, including follow-up engagement with attendees and peer-support approaches.
- 4.15. TA also advised that the LGA had recently been invited to undertake an informal assurance review at a Fire and Rescue Authority. This would include consideration of Local Pension Board arrangements and governance processes against legislative requirements and recognised good practice. Lessons learned from this work could be used to inform future support offered to Local Pension Boards.
- 4.16. AT suggested that members of the LPB Effectiveness Committee could attend Local Pension Board meetings as observers where invited. He considered this would strengthen engagement with boards, improve understanding of local practices and provide opportunities to share good practice across the sector.
- 4.17. AT suggested that greater engagement between the committee and Local Pension Boards could be achieved through committee members attending LPB meetings where invited. TA advised that the proposal could be raised through the forthcoming LPB Chairs Forum to gauge interest

ACTION: LGA to raise the proposal for greater engagement between the committee and Local Pension Boards at the forthcoming LPB Chairs Forum and seek views on whether boards would welcome attendance from committee members.

- 4.18. Emma Scott (ES) highlighted that The Pensions Regulator's Governance and Administration Survey already collected information relating to training, knowledge and understanding and suggested that any future effectiveness measures should seek to avoid duplication.
- 4.19. TA advised that discussions with The Pensions Regulator remained ongoing to establish what information could potentially be shared and whether existing survey data could be utilised by the committee. However, it was not currently clear whether data could be shared without the consent of individual Fire and Rescue Authorities.
- 4.20. The committee noted the importance of minimising duplicate data requests. TA highlighted that where information was requested, authorities should be given sufficient notice, and a clear explanation of why the data was required and how it would be used.
- 4.21. TA advised that further work was being undertaken to identify what information would be required as part of any future annual reporting arrangements and how this could align with existing regulatory requirements.

5. LPB Chairs Forum update

- 5.1. TA presented an [update from the LPB Chairs Forum](#), noting that a verbal update had previously been provided because of the timing of earlier meetings.
- 5.2. Members noted the key themes emerging from discussions with LPB Chairs, including member self-service, recruitment and succession planning, and Local Pension Board effectiveness and maturity.
- 5.3. TA advised that member self-service remained a significant priority for the Scheme Advisory Board and that LPB Chairs and administrators had been reminded of the expectation that suitable member self-service arrangements should be in place.
- 5.4. The committee noted that the Annual Conference programme would include a specific session on member self-service, including examples of good practice from outside the Firefighters' Pension Scheme sector.
- 5.5. TC reported an increase in contact from members expressing dissatisfaction regarding remedy implementation, particularly amongst pensioners whose cases remained unresolved. TC queried whether Local Pension Boards were receiving similar feedback and whether these issues were being discussed at board level.
- 5.6. TA acknowledged that dissatisfaction regarding remedy implementation remained evident across parts of the sector, particularly in areas where significant casework volumes remained outstanding.

- 5.7. Jill Swift (JS) advised that recent discussions had focused on delivery planning rather than individual case resolution and there were no additional issues to report to the committee.

6. Local Pension Board Membership, Structure and Meeting Arrangements

- 6.1. TA presented the [findings of the survey undertaken to better understand Local Pension Board membership arrangements and meeting structures](#) across the sector.
- 6.2. The committee noted that responses had been received from 34 of the 44 LPB Chairs, representing a strong response rate.
- 6.3. The survey demonstrated a high degree of consistency in Local Pension Board governance arrangements across the sector. Quarterly meetings remained the most common approach and Scheme Manager engagement was generally reported to be strong.
- 6.4. Members noted that trade union representatives remained the most common form of employee representation, which was consistent with previous discussions regarding LPB membership arrangements.
- 6.5. TA advised that significant variation remained in chairing arrangements, although this was not unexpected.
- 6.6. TC noted that the findings broadly reflected expectations and appeared to confirm that concerns regarding employee representation were not as widespread as had previously been suggested.
- 6.7. AT expressed concern that a small number of responses indicated that Scheme Managers rarely or never attended Local Pension Board meetings. He questioned how governance, risk and administration matters were effectively communicated in those circumstances.
- 6.8. TA agreed that further investigation was required. Members noted that understanding how communication arrangements operated in those cases would help determine whether additional guidance was required.

ACTION: LGA to contact those Local Pension Boards reporting that the Scheme Manager rarely or never attends meetings and seek further information on how communication and engagement arrangements operate. Findings to be reported to a future meeting.

7. SAB Update - Deemed Elections

- 7.1. TA provided an update on discussions held by the Scheme Advisory Board regarding deemed elections.
- 7.2. Members noted that the SAB had considered a number of issues relating to deemed elections, including which members may need to make an election and whether there was any scope to extend relevant deadlines.

- 7.3. TA advised that the SAB had agreed to obtain further advice on these matters before issuing guidance to the sector.
- 7.4. Members noted that the Fire Brigades Union had raised a number of questions regarding the operation of deemed elections and that clarification was being sought to address these concerns.
- 7.5. TA advised that once the outstanding advice had been received, the LGA would prepare guidance for publication.

8. Local Pension Board Resources – Training Assessment Strategy

- 8.1. TA presented the draft LPB [Training Strategy and Training Needs Analysis](#).
- 8.2. Members noted that the strategy had been developed to provide a more consistent approach to training across Local Pension Boards and to support assessment of individual and collective training needs.
- 8.3. TA advised that the strategy included a Training Needs Analysis template, guidance on training expectations and examples of good practice. Suggested approaches included mentoring arrangements and optional training sessions linked to Local Pension Board meetings.
- 8.4. The committee noted that the information gathered through the Training Needs Analysis would also help inform future LPB training provided by the LGA.
- 8.5. AT suggested that succession planning should be incorporated within the strategy. He noted that continuity of knowledge and planning for changes in board membership formed an important part of Local Pension Board maturity and effectiveness.

ACTION: LGA to review the draft Training Strategy and Training Needs Analysis and consider how succession planning can be incorporated.

9. AOB

- 9.1. No further business was raised.

TC closed the meeting at 10:00.

LPB EFFECTIVENESS COMMITTEE: ACTION SUMMARY

Date	Action	Comments	Priority	Owner
04/03/2026	Further consider the operation and interpretation of deemed elections, including any regulatory flexibility beyond the 12 month period, at the SAB.	Ongoing	High	CJ
19/05/2026	LGA to consider options for maintaining appropriate employer representation on the Committees, including reviewing potential alignment with SAB membership, and report back once discussions are concluded.	Ongoing	Medium	TA
19/05/2026	Committee to share best practice outside of the existing guidance to support LPBs and scheme managers with recruitment and engagement, including options for improving visibility of LPB roles and encouraging potential candidates.	Ongoing	Low	TA
19/05/2026	LGA to explore options for gathering consistent data from LPBs on performance and effectiveness, including consideration of an annual return or audit-style approach to inform Committee understanding and support.	Ongoing	Medium	TA
19/05/2026	LGA to engage with The Pensions Regulator (TPR) to understand current arrangements for governance and administration surveys, including frequency and scope, and to explore opportunities to utilise existing data to support Committee oversight.	Ongoing	Medium	TA
14/07/2027	LGA to raise the proposal for greater engagement between the committee and Local Pension Boards at the forthcoming LPB Chairs Forum and seek views on whether boards would welcome attendance from committee members.	Completed	Medium	TA
14/07/2027	LGA to contact those Local Pension Boards reporting that the Scheme Manager rarely or never attends meetings and seek further information on how communication and			

	engagement arrangements operate. Findings to be reported to a future meeting.			
14/07/2027	LGA to review the draft Training Strategy and Training Needs Analysis and consider how succession planning can be incorporated.	Completed	Medium	TA

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