

1 _____ Firefighters Pension Scheme

Scheme Advisory Board

Actions Summary - Outstanding Actions

Meeting Date and agenda item	Action:	Progress
04.10.2018 (5)	LGA to establish working group on behalf of SAB to consider ill-health regulations and processes	<p>In progress, discussions ongoing with Home Office.</p> <p>13.06.2019 Working group to be convened of 3 employee and 3 employer reps, delegated to experienced individual directly involved with IHR process. ALAMA or IQMP to be invited.</p> <p>03.10.2019 Working group to wait for impact of Sargeant remedy to be clear</p> <p>09.01.2020 Board agreed that postponement should continue. Notwithstanding that urgent remedy cases will be addressed.</p> <p>11.06.2020 To note: secretariat has recently contacted ALAMA to flag resources available in relation to the scheme and offer training. Named contact can now be invited to working party when item reopened.</p> <p>17.09.2020</p>

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		<p>Ill-health review group (2008) resources added to www.fpsregs.org to inform future discussions.</p> <p>10.12.2020 Working group to be convened in January 2021.</p> <p>18.03.2021 Formation of the ill-health review group has not yet commenced as planned due to conflicting priorities and limited resource available. Action carried forward.</p> <p>24.06.2021 As above – action carried forward.</p> <p>24.03.2022 Cross-sector working group to be progressed in light of Home Office consultation response on prospective remedy. Volunteers sought from the Board</p> <p>23.06.2022 Terms of reference to be established in line with 2008 ill-health review group. Claire Johnson to lead.</p> <p>08.09.2022 LGA to update IQMP guidance from 2012 and return to SAB for review. LGA to review ill health certificates.</p> <p>23.01.2023 – Claire Johnson has updated guidance and this will be referred to SAB for</p>
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		review after the Communications Group has responded.
03.10.2019 (6)	Pensions tax: Working party/ work stream to be convened with remit of pursuing evidence and developing proposals for flexibility. Also, to consider what guidance will be required for stakeholder groups.	09.01.2020 To be convened as soon as possible to discuss what flexibilities could be made available as this can be dealt with outside of remedy. Evidence needs to show impact on frontline services and how proposed flexibilities would address unique FPS workforce issues. Update: room booked 25 March 2020 11.06.2020 Temporarily postponed due to COVID-19. 24.03.2022 Postpone until more guidance available from HMT on remedy via tax PDD. 23.06.2022 Postponement agreed until remedy implementation – October 2023.
11.06.2020 (6.1)	To consider legal advice provided on temporary in the context of the scheme. Board to submit written comments/ feedback in advance of September meeting.	17.09.2020 Comments from FOA received. Carry forward. 10.12.2020 Board to commission Weightmans to convert legal advice into a note for FRAs. Home Office will consider possible routes of escalation on policy intent, due to impact on compensation scheme. 18.03.2021

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18 Smith Square, Westminster, London SW1P 3HZ Email bluelight.pensions@local.gov.uk

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		<p>Temporary roles factsheet prepared by Weightmans provided to the Board for review. Members to provide comments by email.</p> <p>24.06.2021</p> <p>Board to provide comments by email, including in relation to apprenticeships. Amendments to the eligibility factsheet will be considered if necessary.</p> <p>30.09.2021</p> <p>Comments are awaited.</p> <p>23.06.2022</p> <p>Table for Sept 2022 meeting to seek resolution or close action.</p> <p>08.09.2022</p> <p>A comparison of LGPS and FPS regulations to take place in respect of the treatment of temporary contracts in order to consider whether it would be appropriate to consider making a request for a legislative amendment to the FPS</p> <p>23.01.2023</p> <p>A further comparison, of Police and FPS regulations to take place.</p> <p>08.06.2023</p> <p>A comparison of regulations has taken place which showed that the Police are not similarly affected and that LGPS has clear definitions.</p>
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		The Chair has since composed a letter for Home Office to consider and advise on policy intent.
10.12.2020 (5.1) – (2)	Development of modular training programme for SAB members.	30.09.2021 Await appointment of governance adviser. May 2022 Invitation to CIPFA board training event extended to SAB members. 08.09.2022 The LGA requested Board members to respond with their availability for induction and refresher SAB training. Training took place on 22 September 2022.
30.09.2021 (5.26)	Secretariat to progress the procurement of videos to explain remedy.	09.12.2021 Background scoping work has started. This includes identification of interested suppliers or parties to approach, the content/ themes of the videos, and indicative pricing. 24.03.2022 Agreement reached to proceed with procurement on the revised basis of a single video to explain transitional benefits. 08.09.2022 The LGA is currently seeking a secondment to concentrate on communications and this action will be one priority of this role. 23.01.2023

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		<p>The LGA has appointed a Firefighter Pensions Adviser on a fixed term contract to undertake this action.</p> <p>08.06.2023: The LGA is in the process of reviewing proposals from three companies with a view to appointing one of these companies to create the member video.</p>
24.03.2022 (7.20)	<p>Further information to be sought on removal of restricted commutation:</p> <ul style="list-style-type: none"> (1) Chair to liaise with SPPA on policy decision (2) GAD to be commissioned to provide assumptions on take-up rate and cost 	<p>23.06.2022</p> <ul style="list-style-type: none"> (1) Informal clarification sought from SPPA on policy decision. Update on impact to date tabled for June meeting. (2) Informal note drafted by Chair to outline regulatory background and sample costings. <p>08.09.2022</p> <p>A clearer picture is needed of the effects that this regulatory change will have in the longer term before any further action is progressed.</p> <p>23.01.2023</p> <p>SAB members to consider whether to pursue a change in commutation rules for FPS 1992 in England and what needs to be included in a business case if this is to be pursued</p>
23.06.2022 (6.6)	LGA to discuss approach to contingent decisions with FSMC to ensure consistency of application.	<p>08.09.2022</p> <p>Briefing note to be prepared for FSMC to share with scheme managers</p>
23.06.2022 (8)	<ul style="list-style-type: none"> (i) Board members/ advisers to check the SAB web page and advise the Secretariat of any changes which need to be made to their details. (ii) Board member representatives to nominate SAB vice-chair. 	<ul style="list-style-type: none"> (ii) Complete: Andrew Scattergood nominated and appointed. (iii) Janet Perry appointed employer representative (Cost-effectiveness)

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	<p>(iii) Board members to nominate replacement committee members for each vacant position</p> <p>(iv) Board members to complete training needs analysis document by 31 July 2022.</p>	<p>Cllr Nikki Hennessy appointed employer representative (Scheme management and admin)</p> <p>08.09.2022</p> <p>Vacancies still exist for the LPB Effectiveness chair and SMA committee LPB representative.</p> <p>(i) In progress: LGA has received amendments from SAB members.</p> <p>(iv) In progress: Eight TNA forms received as at 9 January 2023.</p> <p>08.06.2023: Vacancy for LPB Effectiveness Chair is complete.</p>
23.01.2023 (2.8.6)	Home Office to look at how other SABs are constituted to provide a comparison when looking at whether the terms of reference of the FPS SAB (England) can be amended.	08.06.2023: The Home Office has sent through the structure of the Police SAB which has been provided to the SAB. As with action of 23.01.2023 (2.8.9), the Chair of the Board has suggested that this action can be revisited upon receipt of further information on the requirements which The Pension Regulator's General Code of Practice may put in place once it is implemented.
23.01.2023 (2.8.9)	SAB Chair and secretariat to investigate whether the Terms of Reference can be changed, and the Board to be consulted accordingly.	08.06.2023: An initial scoping meeting took place between Home Office and the SAB chair and secretariat on 27 January 2023. Subsequent information has been received from the Home Office and was shared in the 8 June 2023 meeting. The Chair of the Board has suggested that this action can be revisited upon receipt of further information on the

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		requirements which The Pension Regulator's General Code of Practice may put in place once it is implemented. Item postponed.
23.01.2023 (3.7)	Home Office to liaise with GAD on information which will be released on the 2020 valuation and the relevant timetable for this.	08.06.2023: Home Office provided a verbal update on the timeline and forthcoming engagement meetings with SAB on draft assumptions. Date for publication of valuation results is awaited.
23.01.2023 (6.11)	LGA to liaise with FRAs and LPBs to ask what information they hold on the reasons why firefighters opted out with a view to creating a mechanism for dealing with contingent decision cases which do not form part of the automatic right.	08.06.2023: To progress
23.01.2023 (6.13)	SAB members to highlight scenarios for contingent decisions to the Board.	08.06.2023: To progress
23.01.2023 (6.16)	SAB to liaise with First Actuarial or GAD to commission added years scenarios to determine the most suitable date for the added years election.	08.06.2023: This action is to be discussed once final legislation is in place to decide if it should remain open.
23.01.2023 (6.18)	LGA and NPCC to work with Iain Coltman on contingent decision processes.	08.06.2023: Iain Coltman emailed on 20.03.2023 to confirm that a working group would be set up to look at contingent decisions and he would look at collaboration with LGA and NPCC. The LGA has chased and confirmed that this is still the intention.
23.03.2023 (2.9)	SAB to contact local pension boards to ask if they would like a SAB member to attend their pension board and SAB to consider the setting up of regional networks for local pension boards.	08.06.2023: To progress.
23.03.2023 (5.11)	LGA to request a copy of the draft re-engagement policy from NFCC for SAB.	08.06.2023: A copy was requested on 05.04.2023 and 10.05.2023. Ian Hayton is re-

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		drafting the policy and once done he is happy to share this at a future SAB meeting.
23.03.2023 (7.10)	Home Office to share draft assumptions report before June 2023 SAB meeting	08.06.2023: Since this meeting, the draft assumptions have been shared. Propose to close this action at September meeting.
23.03.2023 (9.5)	LGA to identify areas in the draft regulations where there is reference to the need for a scheme actuary to calculate a case.	08.06.2023: To progress
08.06.2023 (5.9)	HO to seek clarity regarding funding for increased employer contribution rates due to a reduction in the SCAPE discount rate	