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 _____ 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>
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

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		<p>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.</p> <p>Update: room booked 25 March 2020 11.06.2020</p> <p>Temporarily postponed due to COVID-19. 24.03.2022</p> <p>Postpone until more guidance available from HMT on remedy via tax PDD. 23.06.2022</p> <p>Postponement agreed until remedy implementation – October 2023.</p>
11.06.2020 (6.1)	<p>To consider legal advice provided on temporary in the context of the scheme. Board to submit written comments/ feedback in advance of September meeting.</p>	<p>17.09.2020 Comments from FOA received. Carry forward.</p> <p>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.</p> <p>18.03.2021 Temporary roles factsheet prepared by Weightmans provided to the Board for review. Members to provide comments by email.</p> <p>24.06.2021 Board to provide comments by email, including in relation to apprenticeships. Amendments to</p>

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		<p>the eligibility factsheet will be considered if necessary. 30.09.2021 Comments are awaited. 23.06.2022 Table for Sept 2022 meeting to seek resolution or close action. 08.09.2022 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>
11.06.2020 (6.3)	To consider legal advice provided on retrospective action relating to pensionable pay decisions. Board to submit written comments/ feedback in advance of September meeting.	<p>17.09.2020 Paper 1 provided to Board explaining points for consideration and potential actions. A request for a Part 8 decision will be considered internally by the Home Office. 10.12.2020 Follow up discussions with the Home Office are continuing. 18.03.2021 Pensionable pay remedies factsheet prepared by Weightmans provided to the Board for review. Members to provide comments by email. 24.06.2021 Chair and secretariat to consider next steps.</p>

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		<p>30.09.2021 Home Office has been advised that Board is unable to recommend a specific course of action due to ambiguities within the scheme rules. Consideration of amendment to regulations suggested due to risk of local decision making. An associated funding risk has been added to the risk register.</p> <p>23.06.2022 Table for Sept 2022 meeting to seek resolution or close action.</p> <p>08.09.2022 Weightmans to prepare note on pensionable pay for re-circulation at the SAB meeting of 23 January 2023</p>
10.12.2020 (5.1) – (2)	Development of modular training programme for SAB members.	<p>30.09.2021 Await appointment of governance adviser.</p> <p>May 2022 Invitation to CIPFA board training event extended to SAB members.</p> <p>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.</p>
30.09.2021 (5.26)	Secretariat to progress the procurement of videos to explain remedy.	<p>09.12.2021 Background scoping work has started. This includes identification of interested suppliers or</p>

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		<p>parties to approach, the content/ themes of the videos, and indicative pricing.</p> <p>24.03.2022</p> <p>Agreement reached to proceed with procurement on the revised basis of a single video to explain transitional benefits.</p> <p>08.09.2022</p> <p>The LGA is currently seeking a secondment to concentrate on communications and this action will be one priority of this role.</p>
24.03.2022 (7.20)	<p>Further information to be sought on removal of restricted commutation:</p> <p>(1) Chair to liaise with SPPA on policy decision</p> <p>(2) GAD to be commissioned to provide assumptions on take-up rate and cost</p>	<p>23.06.2022</p> <p>(1) Informal clarification sought from SPPA on policy decision. Update on impact to date tabled for June meeting.</p> <p>(2) Informal note drafted by Chair to outline regulatory background and sample costings.</p> <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>
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)	<p>(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.</p> <p>(ii) Board member representatives to nominate SAB vice-chair.</p> <p>(iii) Board members to nominate replacement committee members for each vacant position</p>	<p>(ii) Complete: Andrew Scattergood nominated and appointed.</p> <p>(iii) Janet Perry appointed employer representative (Cost-effectiveness)</p>

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	<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) 08.09.2022 Vacancies still exist for the LPB Effectiveness chair and SMA committee LPB representative. (i) In progress: LGA has received amendments from SAB members. (iv) In progress: Eight TNA forms received as at 9 January 2023.</p>
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