

1 \_\_\_\_\_ Firefighters Pension Scheme

# Scheme Advisory Board

## Actions Summary - Outstanding Actions

| Meeting Date and agenda item | Action:  | Progress   |
|------------------------------|--|--|
| 04.10.2018<br>(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<br/>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<br/>Working group to wait for impact of Sargeant remedy to be clear</p> <p>09.01.2020<br/>Board agreed that postponement should continue. Notwithstanding that urgent remedy cases will be addressed.</p> <p>11.06.2020<br/>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><a href="#">Ill-health review group (2008)</a> resources added to <a href="http://www.fpsregs.org">www.fpsregs.org</a> to inform future discussions.</p> <p>10.12.2020<br/>Working group to be convened in January 2021.</p> <p>18.03.2021<br/>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<br/>As above – action carried forward.</p> <p>24.03.2022<br/>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<br/>Terms of reference to be established in line with 2008 ill-health review group. Claire Johnson to lead.</p> <p>08.09.2022<br/>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<br>(6)   | Pensions tax: Working party/ work stream to be convened with remit of pursuing evidence and developing proposals for flexibility.<br>Also, to consider what guidance will be required for stakeholder groups. | 09.01.2020<br>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.<br>Update: room booked 25 March 2020<br>11.06.2020<br>Temporarily postponed due to COVID-19.<br>24.03.2022<br>Postpone until more guidance available from HMT on remedy via tax PDD.<br>23.06.2022<br>Postponement agreed until remedy implementation – October 2023. |
| 11.06.2020<br>(6.1) | To consider legal advice provided on temporary in the context of the scheme.<br>Board to submit written comments/ feedback in advance of September meeting.   | 17.09.2020<br>Comments from FOA received. Carry forward.<br>10.12.2020<br>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.<br>18.03.2021  |

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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> |
| 11.06.2020<br>(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</p> <p><a href="#">Paper 1</a> 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.</p>   |

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|  |  | <p>10.12.2020<br/>Follow up discussions with the Home Office are continuing.</p> <p>18.03.2021<br/>Pensionable pay remedies factsheet prepared by Weightmans provided to the Board for review. Members to provide comments by email.</p> <p>24.06.2021<br/>Chair and secretariat to consider next steps.</p> <p>30.09.2021<br/>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<br/>Table for Sept 2022 meeting to seek resolution or close action.</p> <p>08.09.2022<br/>Weightmans to prepare note on pensionable pay for re-circulation at the SAB meeting of 23 January 2023</p> <p>23.01.2023<br/>Weightmans to update the date on the note on pensionable pay and send to the LGA for distribution to members who were not present</p> |
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Scheme Advisory Board Secretariat

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23 March 2023

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|                           |  | and then to be added to the fpsboard website and featured in the monthly FPS bulletins.<br><b>23.03.2023: Pensionable pay note published in May 2023 bulletin</b>   |
| 10.12.2020<br>(5.1) – (2) | Development of modular training programme for SAB members.           | 30.09.2021<br>Await appointment of governance adviser.<br>May 2022<br>Invitation to CIPFA board training event extended to SAB members.<br>08.09.2022<br>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<br>(5.26)      | Secretariat to progress the procurement of videos to explain remedy. | 09.12.2021<br>Background scoping work has started. This includes identification of interested suppliers or parties to approach, the content/ themes of the videos, and indicative pricing.<br>24.03.2022<br>Agreement reached to proceed with procurement on the revised basis of a single video to explain transitional benefits.<br>08.09.2022<br>The LGA is currently seeking a secondment to concentrate on communications and this action will be one priority of this role.<br>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<br>(7.20) | <p>Further information to be sought on removal of restricted commutation:</p> <ul style="list-style-type: none"> <li>(1) Chair to liaise with SPPA on policy decision</li> <li>(2) GAD to be commissioned to provide assumptions on take-up rate and cost</li> </ul> | <p>23.06.2022</p> <ul style="list-style-type: none"> <li>(1) Informal clarification sought from SPPA on policy decision. Update on impact to date tabled for June meeting.</li> <li>(2) Informal note drafted by Chair to outline regulatory background and sample costings.</li> </ul> <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<br>(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<br>(8)    | <ul style="list-style-type: none"> <li>(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.</li> <li>(ii) Board member representatives to nominate SAB vice-chair.</li> </ul>     | <ul style="list-style-type: none"> <li>(ii) Complete: Andrew Scattergood nominated and appointed.</li> <li>(iii) Janet Perry appointed employer representative (Cost-effectiveness)</li> </ul>   |

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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> |
| 23.01.2023<br>(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.  |   |
| 23.01.2023<br>(2.8.9) | SAB Chair and secretariat to investigate whether the Terms of Reference can be changed, and the Board to be consulted accordingly.   |   |
| 23.01.2023<br>(3.7)   | Home Office to liaise with GAD on information which will be released on the 2020 valuation and the relevant timetable for this   |   |
| 23.01.2023<br>(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. |   |
| 23.01.2023<br>(6.13)  | SAB members to highlight scenarios for contingent decisions to the Board.  |   |
| 23.01.2023<br>(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.  |   |

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| 23.01.2023<br>(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. |
| 23.03.2023<br>(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. |  |
| 23.03.2023<br>(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-drafting the policy and once done he is happy to share this at the September 2023 SAB meeting.       |
| 23.03.2023<br>(7.10) | Home Office to share draft assumptions report before June 2023 SAB meeting   |  |
| 23.03.2023<br>(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.  |  |

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