

Meeting of the Board 24 June 2021

## Update on action summary

### Introduction

1. This paper provides an update to the Board on actions taken and planned actions to progress the agreed work plan as outlined in the draft [action summary](#).

### Completed actions

2. The factsheet on temporary roles based on the legal advice previously provided to the Board will be published following the meeting unless any objections are raised [Action 11.06.2020 (6.1)].
3. The [open letter to HM Treasury](#) to acknowledge the remedy consultation response and request further clarification and engagement on key policy decisions with specific impact on the FPS was issued on 25 May 2021 and published on the FPS Regulations and Guidance website [Action 16.02.2021 (6.4)]
4. A recommendation to remove projections for protected members and caveat wording for 2021 Annual Benefit Statements was issued with [FPS Bulletin 44 – April 2021](#). The updated standard template and notes were published with [FPS Bulletin 45 – May 2021](#).

### Actions in progress

5. The FRA self-assessment survey to collect data on preparedness for remedy and current administration arrangements was issued to FRAs by email on 20 May 2021 following the SAB update event. A number of authorities have taken up the offer of a Team appointment to discuss the questionnaire. 21 responses have been received to date and the survey closes on 30 June 2021. The analysis report will be tabled for the Board's September meeting [Action 03.10.2019 (7)].
6. A suite of data collections tools was provided with [FPS Bulletin 44 – April 2021](#), including revised overarching guidance, a standard template compatible with both software systems, and notes for completion. Revised data scoring guidance for the TPR scheme return will be carried forward and progressed through correspondence [Action 09.01.2020 (11)].
7. Weightmans have provided a revised pensionable pay remedies factsheet following feedback from the Board. The Board to provide comments on the updated version in order to progress [Action 11.06.2020 (6.3)].

8. A legal view from Weightmans on outstanding queries relating to abatement and concurrent employments has been received by email. The secretariat will arrange a meeting with the Board's legal adviser to finalise the draft guidance [Action 17.09.2020 (5.3)].

#### **Agreed postponed actions**

9. Progression of a pensions tax working group with the remit of pursuing evidence and developing proposals for flexibility that may help firefighters manage their tax liabilities and improve retention has been temporarily postponed due to COVID-19. The postponement may be extended pending the outcome of remedy, as this is likely to affect members' tax positions [Action 03.10.2019 (6)].

#### **Actions to note**

10. The Board has previously considered whether further action is required on noting that past service costs are a potential risk to the cost ceiling. The wording of the action has been changed to replace cost ceiling with cost cap valuation. [HCWS757](#) published on 4 February 2021 confirmed that any impact on member benefits due to a breach to the cost ceiling will be waived for the 2016 valuation. Additionally, the cost-control mechanism is to be reviewed for the 2020 valuation and any changes to employer contribution rates will not take effect until 2024. The Secretariat recommends that the Board awaits the 2020 valuation results and outcome of the cost-cap review [Action 26.05.2016 (3)].
11. Formation of the ill-health review group has not yet commenced as planned due to conflicting priorities and limited resource available. Action carried forward [Action 04.10.2018 (5)].
12. The action on training for Board members will be closed and split into two distinct pieces of work: (i) development of a training log to document and record member training to be progressed through correspondence; (ii) the planned development of a modular training session for SAB members is a long-term project. Ad-hoc training will be provided on request and as necessary. [Action 10.12.2020 (5.1) (1)].
13. A holding response was submitted to TPR's consultation on the new modular code of practice. Update tabled under agenda item 3 [Action 18.03.2021 (3.3)].
14. When appropriate, the cost-effectiveness committee may undertake a review of the report commissioned by the Home Office from GAD, on the use of the original 2016 assumptions for recalculation of the cost cap cost including McCloud. The committee may also want to consider the outcome of the Government Actuary's review of the cost control mechanism, published on 15 June [Action 18.03.2021 (4.1.40)].

## **Board actions**

15. The Board are asked to note the contents of this paper.

Board Secretary  
June 2021