

Committee: Police Pensions Board	Date: 8 February 2021
Subject: The City of London: Police Pension Scheme - Update	Public
Report of: The Chamberlain	For Information
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Summary

The Board have agreed that at each meeting that information regarding a range of topics in relation to the City of London Police Pension Scheme (the Scheme) would be provided along with any updates.

Item	Update
Annual schedule of events for the Pensions Scheme	Update provided (Appendix 1).
Information of Scheme Record Keeping	No amendments since the last Board meeting.
A record of any complaints or disputes under the Scheme's complaints procedure	None to report.
Any recent Police Pension Scheme breaches of the law	No breaches to report.
Any audit reports relating to the administration of the Scheme	None to report.
Required Training	No regulatory changes to report.
Data Protection Act 2018 (DPA18) – Data Retention Policy	No amendments since last Board meeting.
General Data Protection Regulation (GDPR) / Data Protection Act 2018 (DPA18) – Privacy Notice	No amendments since the last Board meeting.
Legal Challenge 1	<p><u>Lord Chancellor and Secretary of State for Justice v McCloud and others</u></p> <p>The Court of Appeal has ruled that reforms made to the judges' and firefighters' pension schemes were discriminatory on the grounds of age.</p> <p>The course of action to be taken to remedy the situation is currently under consultation.</p>

	<p>The Pensions Office in conjunction with Police HR and Police Finance, have started regular meetings in order to discuss the proposed remedies, how they could be implemented and the potential impact on the Scheme administration.</p> <p>It is hoped that a new website can be created as a central hub for all information to be passed to officers. This website will be hosted by an external provider, but maintained by the Pensions Office.</p> <p>It will allow all news and information in respect of the McCloud judgement and remedy to be collated in one place.</p> <p>This should relieve the pressure on the Pensions Office as they will no longer be answering the same questions over and over and will also provide a platform that is accessible to both serving and ex-City of London Police Officers.</p>
<p>Legal Challenge 2</p>	<p><u>Evans & Ashcroft vs Chief Constable of South Wales</u></p> <p>This is a court of appeal case in respect of the Police (Injury Benefit) Regulations 2006.</p> <p>In October 2018 the Court of Appeal handed down its judgement in the case of Evans & Ashcroft v Chief Constable of South Wales Police. The Court held that the Chief Constable was entitled to deduct from a former police officer's police injury pension the full amount of certain social security benefits actually paid to the retired police officer, as increased with index-linking from year to year.</p> <p>However, the Court also held that the deductible levels of those social security benefits from the tax year 2010/11 onwards need to be recalculated as if the increases in the 2010/11 tax year had never been implemented and as if the base levels for subsequent increases had been correspondingly lower.</p>

	<p>The judgement currently only applies to the two officers involved in the case, but it is likely to be cited in any similar claims brought under those regulations for those officers that have been in receipt of a police injury pension prior to April 2010 and have had an entitlement to certain social security benefits.</p> <p>Guidance from the Home Office / Police Pensions Technical Group is awaited. Once received, a communication that can be sent to officers that make enquiries will be prepared.</p>
Task Statistics	<p>At the 12 June 2019 Board meeting, Members asked for statistics of the administration work carried out by the Pensions Office to be added as a standing item.</p> <p>Update provided (Appendix 2).</p>
Procurement of Pension Administration System	<p>The tender was released on Friday 8 January 2021 with a closing date of 9 February 2021.</p> <p>Pensions Office staff will evaluate the applications with procurement. The preferred outcome of the tender process will then be reported to the Digital Services Sub Committee (DSSC) at their March meeting.</p> <p>Following the DSSC meeting it is the intention to formally appoint a provider to commence a new contract with effect from 14 October 2021.</p>
Automatic Data Transfer	<p>The Corporation has begun the verification of their digital data and from February will begin initial implementation of an automated data service.</p> <p>Once the procurement of the pension administration software system has been completed the Pensions Office will liaise with the other teams/departments with regards to regular automated transfer of the required scheme member data to the pension system.</p>
Pension Board Training	<p>Board members have continued to progress the completion of the TPR online training tool. A table showing the</p>

	<p>modules completed by each Member has been compiled and will be provided and discussed in the non-public section of the meeting (non-public Appendix 3).</p> <p>The two most recently appointed Members of the Board received personal training in December 2020.</p> <p>Training at Board meetings has not continued as anticipated in 2020, largely due to COVID 19. Training at Board meetings is not essential, however, it is recommended. McCloud is a complex issue that will affect all public service pension schemes and may be a suitable topic for training/presentations, depending on available information, at future Board meetings.</p>
<p>Guaranteed Minimum Pensions (GMP) Reconciliation</p>	<p>Pension data is continuing to be analysed and JLT are liaising with HMRC.</p> <p>The last data cut has been completed and the report by HMRC received by JLT. The Pensions Office are in discussion with JLT regarding next steps and outcomes.</p> <p>The process has been delayed due to COVID-19, however, it is still the intention to bring a report to the Board once the reconciliation has been completed.</p>
<p>COVID-19</p>	<p>The Pensions Office continues to work from home, developing and amending processes to communicate securely with scheme members.</p> <p>There had been limited and voluntary visits to the Guildhall to access incoming post and to post letters where there is no other known form of contact information.</p> <p>This ceased with the introduction of Tier 4 and is not likely to change during this period of lockdown.</p> <p>However, working from the Guildhall will be considered in the event of a staff request where there are extenuating</p>

	circumstances such as physical and mental wellbeing.
The Target Operating Model (TOM)	<p>A new TOM has been announced for the financial year 2021/22 and a high level structure has been approved by the Court of Common Council.</p> <p>Recruitment to senior posts in the new structure has commenced and is expected to be finalised by 31 March 2021.</p> <p>Once recruitment has concluded the TOM will be implemented, subject to staff consultation, and is anticipated to be in place with effect from 31 March 2022.</p> <p>When further details are known they will be brought to the attention of the Board.</p>

Recommendation

Members are requested to review the information and provide any comments.

Appendices:

Appendix 1 – Annual Schedule of events

Appendix 2 – Statistical information

Appendix 3 – Non-public Record of The Pensions Regulator Training

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