

Committee: Police Pensions Board	Date: 7 June 2021
Subject: The City of London: Police Pension Scheme - Update	Public
Report of: The Chamberlain	For Information
Report author: Graham Newman – Chamberlain's Department	

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>Update presentation to be given by the Pensions Office.</p>

Legal Challenge 2	<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 applications have been moderated by Procurement, IT and the Pensions Office.</p>

	<p>The Chamberlain has authorised the award of the contract and commencement of the work.</p> <p>The Procurement team has written to all applicants notifying them of the decision to award the contract.</p>
Pension Board Training	McCloud update presentation to be given by the Pensions Office.
Guaranteed Minimum Pensions (GMP) Reconciliation	<p>Pension data is continuing to be analysed and JLT/Mercer are liaising with HMRC.</p> <p>HMRC have advised they will issue a final report, but due to COVID-19 this has been delayed. HMRC have not advised when this will be published.</p> <p>A report will be brought to the Board once the reconciliation has been completed.</p>
COVID-19	<p>Due to COVID-19 the Pensions Office continue to work from home .</p> <p>The TPR guidance remains and 3 key services should be retained at all times and they are:</p> <ul style="list-style-type: none"> • Continued payment of pension benefits to existing pension members • Commencement of pension benefits to new retirees • Ceasing of pension payments due to notification of death. <p>The Pensions Office has continued to provide all services to scheme members, although postal communications are still a challenge.</p> <p>Generally communication continues to be by email and phone calls. Where scheme members have not or are unable to verify their details letters are still posted.</p> <p>The Pensions Office has created a shared team folder which staff access when they visit the office (voluntarily) to print and post letters.</p>

	<p>This is a collaborative effort as the letters posted could be from any colleague and any aspect of the pension administration.</p> <p>As COVID restrictions ease we hope to visit the office on a more regular basis to check inbound post and continue to send out letters.</p> <p>Returning to the Office. The Corporation intends to begin a gradual return to the Guildhall from 21 June</p> <p>The Corporation is looking ahead to what the future holds for the way we work and the Workplace Steering Group have developed a set of Workplace Design Principles of which the key recommendations are that:</p> <ul style="list-style-type: none"> • workplaces be used as a space for collaboration • employees are provided with the appropriate technology • staff are managed on their output, objectives and priorities, not on their physical presence in the workplace <p>There is a Chamberlain's "return to office" working group that the Pension Office is part of to ensure the business needs of the pension administration and the needs of its employees are considered in a new long term fundamental change into working more flexibly to allow us to be more efficient and responsive.</p>
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 been finalised and the implementation of the TOM has begun – although many areas of it are still under</p>

	<p>consultation. It is anticipated to be fully in place with effect from 31 March 2022.</p> <p>When further relevant details are known they will be brought to the attention of the Board.</p>
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Recommendation

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

Appendices:

Appendix 1 – Annual Schedule of events

Appendix 2 – Statistical information

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