

Notice of Meeting

Surrey Local Firefighters' Pension Board – Supplementary Agenda



Date and Time

Thursday, 6 February
2025 at 10.30 am

Place

Committee Room,
Woodhatch Place, 11
Cockshot Hill,
Reigate, Surrey, RH2
8EF

Contact

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Board Members:

Paul Bowyer, Nick Harrison (Chairman), Glyn Parry-Jones and Sally Wilson (Vice-Chairman)

If you would like a copy of this agenda or the attached papers in another format, e.g. large print or braille, or another language, please email Toby Nash at toby.nash@surreycc.gov.uk.

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<https://surreycc.public-i.tv/core/portal/home>

If you would like to attend and you have any special requirements, please email Toby Nash at toby.nash@surreycc.gov.uk. Please note that public seating is limited and will be allocated on a first come first served basis.

AGENDA

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

2 MINUTES FROM THE PREVIOUS MEETING: 21 NOVEMBER 2024

To agree the minutes as a true record of the meeting.

3 DECLARATIONS OF INTEREST

To receive any declarations of disclosable pecuniary interests from Members in respect of any item to be considered at the meeting.

Notes:

- In line with the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012, declarations may relate to the interest of the member, or the member's spouse or civil partner, or a person with whom the member is living as husband or wife, or a person with whom the member is living as if they were civil partners and the member is aware they have the interest.
- Members need only disclose interests not currently listed on the Register of Disclosable Pecuniary Interests.
- Members must notify the Monitoring Officer of any interests disclosed at the meeting so they may be added to the Register.
- Members are reminded that they must not participate in any item where they have a disclosable pecuniary interest.

4 QUESTIONS AND PETITIONS

To receive any questions or petitions.

Notes:

1. The deadline for Member's questions is 12.00pm four working days before the meeting (31 January 2025).
2. The deadline for public questions is seven days before the meeting (30 January 2025).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 SURREY FIREFIGHTERS' PENSION BOARD ACTION AND RECOMMENDATION TRACKER

(Pages
5 - 16)

The Board to note the Action and Recommendation Tracker.

6 SCHEME MANAGEMENT UPDATE REPORT

The Board has requested an update on Scheme management activities.

7 THE PENSIONS REGULATOR'S GENERAL CODE OF PRACTICE COMPLIANCE CHECKLIST

In March 2024, the Pensions Regulator's (TPR) new General (single) Code of Practice (the General Code) came into force, consolidating ten of its existing fifteen codes of practice into a single code to provide clear, consistent expectations on pension scheme governance and administration. The code emphasises establishing an effective system of governance (ESOG) and requires schemes with over 100 members to conduct an Own Risk Assessment (ORA) at least every three years, with the first ORA due by 2026. The code also focuses on proportionality and includes softened requirements around remuneration policies. It applies to trustees and managers of all occupational and personal pension schemes.

8 XPS - SURREY FIRE & RESCUE AUTHORITY PENSION BOARD REPORT

To note the XPS – Surrey Fire and Rescue Authority Pension Board report.

9 FIRE BULLETINS

The Pensions Board has adopted a procedure to ensure that any FPS Bulletins released by LGA are reviewed and any necessary actions are noted and tracked through to completion.

10 RISK REGISTERS

The Board to consider the Risk Registers.

11 DATE OF THE NEXT MEETING

The next meeting will be on 17 April 2025.

Terence Herbert
Chief Executive

Published: Wednesday, 29 January 2025
Supplement Published: 30 January 2025

MOBILE TECHNOLOGY AND FILMING – ACCEPTABLE USE

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The use of mobile devices, including for the purpose of recording or filming a meeting, is subject to no interruptions, distractions or interference being caused to any Council equipment or any general disturbance to proceedings. The Chairman may ask for mobile devices to be switched off in these circumstances.

Thank you for your co-operation.

QUESTIONS AND PETITIONS

Cabinet and most committees will consider questions by elected Surrey County Council Members and questions and petitions from members of the public who are electors in the Surrey County Council area.

Please note the following regarding questions from the public:

1. Members of the public can submit one written question to a meeting by the deadline stated in the agenda. Questions should relate to general policy and not to detail. Questions are asked and answered in public and cannot relate to “confidential” or “exempt” matters (for example, personal or financial details of an individual); for further advice please contact the committee manager listed on the front page of an agenda.
2. The number of public questions which can be asked at a meeting may not exceed six. Questions which are received after the first six will be held over to the following meeting or dealt with in writing at the Chairman’s discretion.
3. Questions will be taken in the order in which they are received.
4. Questions will be asked and answered without discussion. The Chairman or Cabinet members may decline to answer a question, provide a written reply or nominate another Member to answer the question.
5. Following the initial reply, one supplementary question may be asked by the questioner. The Chairman or Cabinet members may decline to answer a supplementary question.

**SURREY LOCAL FIREFIGHTERS' PENSION BOARD
ACTIONS AND RECOMMENDATIONS TRACKER**

The actions and recommendations tracker allows Board Members to monitor responses, actions and outcomes against their recommendations or requests for further actions. The tracker is updated following each Board. Once an action has been completed, it will be shaded out to indicate that it will be removed from the tracker at the next meeting.

Meeting date and reference	Item	Recommendations/ Actions	To	Response	Progress
17 January 2020 A1/20	Matthews / Retained Project Administration Update (1 September 2019 - 31 December 2019)	Implement of modified pension scheme arrangements	Scheme Manager	<p>February 2024: FRAs have a legal duty to contact eligible members. The SFRS pension team have employed the services of ITM, a mortality and tracing specialist, to reach out to several individuals who have not yet responded.</p> <p>April 2024: The tracing exercise is still being arranged as the pensions team need to investigate any potential data protection issues due to the type of personal data being shared. A similar trace was done by the LGPS at Surrey which will hopefully speed up the process.</p> <p>The pension team have started and will continue to calculate and send information to members who have shown an expression of interest, however due to low resource backlogs have built up. Further contact will be made to members to manage their expectation.</p> <p>July 2024: we have been focusing on prioritising the creation and sending out the retained settlement statements to clear the backlog. The DPIA needs to be finalised prior to us commencing the tracing</p>	Ongoing

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				<p>exercise. The pensions team must also look at the procedure for putting the settlements that have been accepted in place which is currently being explored.</p> <p>November 2024: The Pension's Team continue to receive completed Expression of Interest (EOI) forms. So far, we have received replies from 101 individuals out of the 208 originally contacted.</p> <p>Further work has been undertaken to continue completing the statements as they come in for those who have requested them so far. The data is in the Scheme Manager's report. The DPIA has now been finalised with the SCC Information Governance team and the contract for engaging the tracing company is with SCC legal team for approval. Work is underway with the SCC Payroll and Income Management team to ensure the right mechanisms are being adopted to process payments for those who have asked for this.</p> <p>February 2025: ITM have been appointed to facilitate the tracing exercise on behalf of SFRS to attempt to contact the individuals who have not responded to initial communications from the Pension Team. An analysis of current project numbers is included in the Scheme Managers report.</p>	
30 April 2020 A20/20	GMP Exercise & Scheme Manger Report	The Pensions Support & Development Manager will liaise with the Assistant Chief Fire Officer – Service Support on the next steps concerning	Scheme Manager	November 2023: Weightmans have reviewed the benefit specification and are liaising with Mercers with a view to final sign off.	Ongoing

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(Informal meeting due to Covid-19) (A10/24 25 July 2024 merged)	Administration Update (1 January 2020 - 31 March 2020) July 2024: Scheme Manager Report	the Guaranteed Minimum Pension (GMP) reconciliation - the new Project Manager to assist. July 2024: XPS representative confirmed data would be with their projects team and that an update would be provided at the next meeting.		February 2024: It was noted at the Board meeting that officers were awaiting a final update from XPS. The representative from XPS confirmed that a report had been received from Mercer and XPS were due to meet with Mercer for a discussion. April 2024: A further update request has been made to XPS/Aptia (Mercer). XPS have confirmed that Aptia will come back to the pensions team when able. July 2024: Aptia have sent implementation data to SFRS which was forwarded to XPS. The pensions team will continue to keep an eye on its completion. November 2024: XPS still have the data which was sent to them. The Pensions team have requested an update from them, and we await a response. February 2025: XPS to provide an update on progress of this exercise.	
27 April 2023 A6/23	Risk Register	SFRS to be provided with an update on the McCloud Age discrimination legislation and whether preparations were expected to be ready in time for the scheduled implementation in October 2023.	XPS / Scheme Manager	February 2024: The pension team continue to liaise with XPS to ensure all relevant information is available to prepare Remediabale Service Statements (RSS) to each cohort of members. April 2024: In March the pensions team supplied the data for the first cohort of membership to XPS and will continue to do so when requested. XPS will continue to update on the progress of the RSSs. July 2024: The pensions team have continued to supply the required GAD data to XPS for all cohorts of	Ongoing

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				<p>membership. They are currently at the point of tidying up any unusual / outstanding cases. As before, XPS will continue to update on the progress of the RSSs.</p> <p>November 24: The pension team are working on remaining data required for Inter Service Transfers. This is reliant on other FRAs providing relevant information which is being chased for.</p> <p>February 2025: The pension team continue to work on providing data to XPS when required. The ABS/RSS are still outstanding as these require the year end return data to be submitted to XPS. The Pension team continue to work with payroll to get this finalised.</p>	
A1/24 8 February 2024	Scheme Manager Report	In regard to the McCloud - Age Discrimination Remedy, officers agreed to provide a report on progress against the plans for those who retired before October 2023 outside of the meeting.	Scheme Manager	<p>April 2024: The pensions team will request details from XPS about how these cases will be treated.</p> <p>July 2024: Pre-October 2023 retirements will be issued with the required IC / RSS by XPS to make a decision on Remedy options.</p> <p>November 24: As per July. Once the ABSs are processed this information will be in the statements.</p> <p>February 2025: Awaiting year end data return to be finalised before this can be updated</p>	Ongoing
A2/24 8 February 2024	Scheme Manager Report	It was agreed to include an update on the progress of the Annual Benefit Statements for 24/25 within a future Scheme Manager Update Report. It	Scheme Manager	<p>April 2024: Work is currently being carried out by payroll/the pensions team to provide end-of-year data to XPS to produce the combined ABS/RSS for 2024.</p> <p>July 2024: The End-Of-Year (EOY) return for 2023/24 has yet to be issued to XPS. The data was due to be</p>	Ongoing

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		<p>was further agreed to circulate the log of exceptions with members of the Board for consideration at a future meeting.</p>		<p>supplied by the payroll team by the end of May 2024. This was requested 2 months prior to this date but has still not been produced. This could delay the issuing of some statements by the deadline of August 31, 2024. The pensions team continue to remain in close contact with the payroll team to do as much as possible to support them in getting the data to XPS as soon as possible.</p> <p>November 2024: On the 02 November the payroll team confirmed that the End of Year Data reports had been built and were currently undergoing testing by the Payroll Operations Team. They anticipate that the testing will be completed by the end of the week commencing 4th November 2024.</p> <p>Further updates on timetables will be provided as soon as the testing has been completed.</p> <p>February 2025: The year end data has been scrutinised by the Pension team prior to submitting to XPS. Several errors have been identified which need to be rectified. The team anticipates the reports will be ready for XPS by February 2025.</p>	
<p>A7/24 25 July 2024</p>	<p>Scheme Manager Report</p>	<p>Unit 4 Payroll Adjustments – A member inquired whether officers were aware of the total number of affected members and whether they had been notified about the issue and its resolution. Officers confirmed</p>	<p>Scheme Manager</p>	<p>November 2024: Payroll have been contacted and we await a response with more information.</p> <p>February 2025: Two individuals have been identified who have been auto enrolled into the LGPS rather than the Fire Scheme. The Pension team are currently</p>	<p>Ongoing</p>

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		that Payroll was actively addressing the issue and correcting contributions. Officers agreed to request an update from Payroll to ensure that impacted members are informed of the situation and the expected resolution timeline.		investigating this with payroll and will be contacting the individuals concerned.	
A9/24 25 July 2024	Scheme Manager Report	The Pension Team to meet with the relevant department after the Board meeting to discuss the delayed End-of-Year (EOY) return for 2023/24, emphasising the importance of timely updates on any further delays in issuing Annual Benefit Statements / Remediable Service Statements. The Board to be regularly updated on timelines.	Scheme Manager	November 2024 - the pensions team have been in contact with the payroll team on several occasions since the last board meeting. As of two days ago it has been confirmed that they have now been able to produce a report which will draw down on the data required by XPS for the benefit statements. This is currently in testing stage. February 2025: The Pension team have identified several errors in the data reports and are working with payroll to rectify these before submitting to XPS.	

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A10/24 25 July 2024	Scheme Manager Report	In regard to Guaranteed Minimum Pension (GMP) Rectification, the representative from XPS confirmed that the data would be with their projects team and that an update would be provided at the next meeting.	XPS / Scheme Manager	<p>February 2024: It was noted at the Board meeting that officers were awaiting a final update from XPS. The representative from XPS confirmed that a report had been received from Mercer and XPS were due to meet with Mercer for a discussion.</p> <p>April 2024: A further update request has been made to XPS/Aptia (Mercer). XPS have confirmed that Aptia will come back to the pensions team when able.</p> <p>July 2024: Aptia have sent implementation data to SFRS which was forwarded to XPS. The pensions team will continue to keep an eye on its completion.</p> <p>November 2024: XPS still have the data which was sent to them. The Pensions team have requested an update from them, and we await a response.</p> <p>February 2025 - XPS to provide an update on this.</p>	
A11/24 25 July 2024	XPS – Surrey Fire & Rescue Pension Board Report	In regard to Complaints, it was requested that the charts be amended to clearly distinguish between ‘live’ cases and ‘completed’ cases.	XPS	February 2025: This has been carried out by XPS and is reflected in the report.	
A12/24 25 July 2024	XPS – Surrey Fire & Rescue Pension Board Report	A Member asked that XPS include data from previous quarters to enable members to compare trends over time. The representative confirmed that this data would be	XPS	February 2025: XPS to provide in the meeting.	

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		incorporated into the updated report template, which would be presented at the next meeting. The Chairman additionally requested that future reports include monthly backlog data to provide clearer insight into what is being carried over.			
A13/24	Pension Dashboards	Public Sector Pension Schemes are expected to connect to pension dashboards in October 2025	SFRS/ XPS	February 2025: XPS will be connecting to the dashboard via existing pension software and are currently reviewing data in advance of the connection deadline. XPS to provide progress update in the meeting.	Ongoing

COMPLETED RECOMMENDATIONS/REFERRALS/ACTIONS – TO BE DELETED

Meeting date and reference	Item	Recommendations/ Actions	To	Response	Progress
A3/24	XPS – Surrey Fire & Rescue Pension Board Report	A Member of the Board stated that he was aware of members of the Pension scheme who had not received their pension forecast figures on time and further stated that members of	Scheme Manager / Board Member	July 2024; the Chairman noted that the information had not yet been shared with XPS and requested that the Member contact XPS directly if any issues remained.	Closed

Meeting date and reference	Item	Recommendations/ Actions	To	Response	Progress
		the scheme were frustrated with the lack of information. The Chairman requested the detail be shared with XPS allowing an investigation.			
A4/24	XPS – Surrey Fire & Rescue Pension Board Report	A4/24 – The Chairman asked for detail on data included within the ‘general’ section within the tables under Completed Cases by Month. The representative from XPS would seek more information to be shared with the Board and the Pensions Team.	XPS	July 2024: the representative from XPS explained that the "general" category was used for items not already specified within the service level agreement.	Closed
A5/24	XPS – Surrey Fire & Rescue Pension Board Report	A5/24 - it was agreed that it would be beneficial for XPS and the Pension Team to liaise further in order to better understand each other’s processes.	Scheme Manager / XPS	July 2024: the representative from XPS informed the Board that they had met with the Pension Team to discuss each other’s processes and explore ways to maximise collaboration from both sides.	Closed
25 November 2021 A7/21	Address Update XPS Administration - Surrey Fire and Rescue Service	For the Assistant Chief Fire Officer – Service Support to work with XPS to use a tracing service to confirm addresses	Scheme Manager	February 2023: XPS submitted in January the data to their supplier for the address tracing exercise. A verbal update should be provided at the Local Pension Board meeting. XPS will write to the old and the new addresses to confirm the correct address to use.	Closed

Meeting date and reference	Item	Recommendations/ Actions	To	Response	Progress
	Pension Board Report	for those past retirement or within two years of retirement.		<p>April 2023: XPS have confirmed in their report, that there are several addresses returned. The team at XPS are working through the returns and a verbal update will be provided at the Board meeting.</p> <p>July 2023: XPS have confirmed that this project is continuing with their provider. A revised file is due to be submitted in June. Mortality screening costs are also being considered</p> <p>February 2024: XPS confirmed at the Board meeting that a basic unit price had been received and that they were awaiting information on the scheme members that needed to be covered.</p> <p>April 2024: XPS have confirmed tracing for 'gone away' members will continue. We have confirmed with XPS that this will now form part of the Pensions Dashboard preparations and will be picked up under the work done for that. This will avoid duplication and additional work/cost. XPS will keep the pension team informed.</p> <p>July 2024: No further update has been given however, flock as mentioned above, this will now form part of the Pensions Dashboard preparations, so no further update is expected now.</p> <p>November 2024: As per July 2024.</p>	
28 July 2022 A7/22	Member Email Address Update	The Board suggested for work to be carried out to try and obtain email addresses for all members, allowing for	Scheme Manager	April 2024: Work email addresses for all active members have been supplied to XPS. The pensions	Closed

Meeting date and reference	Item	Recommendations/ Actions	To	Response	Progress
	XPS – Surrey Fire & Rescue Pension Board Report	information to be circulated when needed and potentially reducing the risk of losing contact when members move to a different address. The Scheme Manager agreed to consider this and report back to the Board.		<p>team will work with XPS to provide any further information they hold once other priorities ease.</p> <p>July 2024: The pensions team continue to work with XPS to supply them with any contact details they require.</p> <p>February 2025: The pensions team continue to work with XPS to supply them with any contact details they require.</p>	
A6/24 25 July 2024	Scheme Manager Report	Retained Settlement – Matthew’s cases – It was agreed that officers share the total number of members in the population to compare with the 208 who had been contacted. The Scheme Manager agreed to provide this information outside the meeting.	Scheme Manager	November 2024: This information has been provided outside the meeting as agreed.	Closed
A8/24 25 July 2024	Risk Registers	<p>It was agreed that, moving forward, risk registers should include Red, Amber, Green (RAG) ratings to provide clearer visibility of risk levels.</p> <p>Resolved:</p>	Scheme Manager	November 2024: This has been incorporated into this boards risk register.	Closed

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