

## 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. The next progress check will highlight to members where actions have not been dealt with.

<b>KEY</b>			
	No Progress Reported	Action In Progress	Action Completed

Date of meeting and reference	Item	Recommendations/ Actions	To	Response	Progress
17 January 2020 A1/20	Administration Update (1 September 2019 - 31 December 2019)	Implement of modified pension scheme arrangements	Scheme Manager	<p>April 2022: Members who returned their Expression of Interest (Eol) form by 31 December, were contacted in January 2022 to confirm their wishes had been noted and the Service is waiting for guidance from the government as to when the scheme will reopen. The Service were informed on 15 March that the regulations need to be drafted by the Home Office and consulted on before they become legislation. This process could take up to 18 months. Therefore, it is likely the options exercise will only open around October 2023. Communications were sent to members at the end of May 2022 with an update of the status of the project.</p> <p>November 2022: No further updates have been provided to FRA's with respect to the Matthews project. A short survey was completed in June 2022 and due to our position and the responses provided, GAD selected the Service to complete a data on our affected members. This was due by 25 November 2022. Additionally, whilst Eol forms were sent to affected</p>	Ongoing

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				<p>members, the LGA have notified the Service that due to the changes in legislation, it is likely the new version of the EoI will need to be sent out to all members regardless of whether they have confirmed they would like to be considered as part of the Matthews project or not. The template will be provided in due course.</p> <p>February 2023: The data collection exercise was completed and submitted by the 25 November 2022. No further updates have been received from the LGA or Home Office on this project.</p>	
<p>30 April 2020</p> <p>A16/20 &amp; A1/22 (combined)</p>	<p>Action Tracker and Risk Register</p>	<p>A) Pensionable Pay particularly concerning Duty Systems will be added to the action tracker and key headlines and milestones from Weightmans regarding the project, will be shared with the Board once received.</p> <p>B) A risk to be added to the Risk Register concerning Pensionable Pay - particularly in relation to Duty Systems.</p>	<p>Scheme Manager</p>	<p>Legal advice has been sought on pensionable allowances and how the allowances should be treated both historically and going forward.</p> <p>January 2022: Calculations were completed in December 2022 for Priority Group 1 (SFRS members due to retire by end of 2023), and letters were sent to notify them of the 10% allowance and the impact this has had on their contributions. A total of 11 people were in this cohort. Calculations have also commenced for Priority Group 2 members (SFRS members who have retired between 2014 and 2020). Letters to this cohort are due to be sent by the end of January 2022.</p>	<p>Ongoing</p>
<p>13 January 2022</p> <p>A1/22</p>	<p>Surrey Local Firefighters' Pension Board Actions and Recommendations Tracker</p>	<p>Regarding the 10% pensionable pay, the Scheme Manager agreed to circulate details on the communication timeline for each priority group to members of the Board.</p>		<p>April 2022: A timeline of when members are due to be contacted was sent to the Fire Officer Association (FOA) employee representative on 21 January 2022. After the Priority Group 1 letters were sent, the Service was contacted by the FBU who confirmed they were seeking legal advice. The Pensions Project Team made</p>	

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				<p>the decision to pause communicating to other cohorts in case the FBU feedback required an alternative method or message to be adopted. FOA were informed. A meeting with the FBU is planned to take place in April 2022.</p> <p>July 2022: A meeting has taken place with the FBU and a follow up email was received which contained their points to ensure the project benefitted those affected. Follow up advice from Weightmans is required to confirm how the Service will respond to the FBU. The communications with the FBU are still underway. Therefore, the timeline has not been updated since January 2022.</p> <p>A communication was sent to all members to notify them of the current status of the project.</p> <p>November 2022: Extensive legal advice has been sought and the Service's stance has been communicated to the FBU. No feedback has been provided to the Service in response to our communication. Therefore, the project will recommence and Priority Group 1 members who have not responded will shortly be sent a communication and Priority Group 2 members will also be contacted.</p> <p>The project timeline will be updated and circulated to the Board shortly.</p> <p>February 2023: Feedback from the FBU is still pending. Members of Priority Group 2, were contacted in</p>	

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				November 2022. Members of Priority Group 3 (those who retired prior to 2014) are due to be contacted in February 2023.	
30 April 2020 A20/20  (Informal meeting due to Covid-19)	Administration Update (1 January 2020 - 31 March 2020)	The Pensions Support & Development Manager will liaise with the Assistant Chief Fire Officer – Service Support on the next steps concerning the Guaranteed Minimum Pension (GMP) reconciliation - the new Project Manager to assist.	Scheme Manager	<p>No major changes. At this stage, Mercer are working through the GMP exercise and are awaiting final data cut for SFRS. We are expecting to receive the project plan for rectification in January 2021 so we can begin planning our side.</p> <p>April 2021: Reports sent to Scheme Manager for review and decisions regarding tolerance setting levels.</p> <p>August 2021: Officers confirmed that a meeting on Guaranteed Minimum Pension (GMP) reconciliation was held with XPS to agree a timeline and arrange processes following the transfer over to XPS.</p> <p>October 2021: Mercer have provided a breakdown of the information they have completed to date which has been passed to XPS to obtain a quote for XPS to complete the GMP rectification project (XPS' quote far exceeded Mercer's quote which was politely declined).</p> <p>XPS have been working through the data needed required by Mercer to carry out the next step of the GMP exercise. Mercer provided a template to XPS which will assist with the rectification element of the project.</p>	Ongoing

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				<p>November 2022: XPS were due to provide data extracts to the Service by the end of September 2022 which in turn would be provided to Mercer. XPS have not been able to finalise this piece of work and the Service are waiting for further information for an expected completion date.</p> <p>February 2023: The data extracts from XPS were not provided in time to the Service which meant Mercer would not be able to complete the rectification exercise prior to the pensions increase. Mercer are reviewing the data extracts, additional costs will be incurred for the work completed. It is anticipated the project will be finalised by the end of 2023.</p>	
25 November 2021 A7/21	XPS Administration - Surrey Fire and Rescue Service Pension Board Report	For the Assistant Chief Fire Officer – Service Support to work with XPS to use a tracing service to confirm addresses for those past retirement or within two years of retirement.	Scheme Manager	<p>January 2022: XPS confirmed that they were in the process of obtaining costs to undertake address tracing.</p> <p>April 2022: XPS have provided the cost for this Service. This has been to the Scheme Manager to review and approve.</p> <p>July 2022: The cost to proceed with the exercise has been approved and a PO has been sent to XPS to commence with the task.</p> <p>November 2022: XPS have confirmed following discussions with their existing supplier, they will not be using a new supplier. XPS will be able to commence the mortality and address cleanse towards the end of October following the payroll cycle.</p>	Ongoing

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				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.	
28 July 2022 A4/22	Scheme Management Update Report	That the Board be provided with an annual update on work related to The Pension Regulator – “six processes” factsheet.	Scheme Manager	<p>November 2022: The Pensions Project Team has noted this request and will send an update by the end of January 2023 as this will be one year since the first version of the six processes was analysed and provided to the Board.</p> <p>February 2023: A review of The Pension Regulator (TPR) six key processes has been completed and will be shared with Board members. A review of our policies and processes will take place over the coming months. The next TPR survey is due for completion by 17 February 2023. Any insights from the survey results will be taken on board.</p>	Ongoing
28 July 2022 A7/22	XPS – Surrey Fire & Rescue Pension Board Report	The Board suggested for work to be carried out to try and obtain email addresses for all members, allowing for 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.	Scheme Manager	<p>November 2022: The Pensions Project Team will shortly be assessing the feasibility of this. The Board is asked to note this will be an extensive task as the current database systems within the Service do not necessarily contain personal email addresses.</p> <p>February 2023: This is an extensive piece of work and currently there is not the resource to do this. However, the uptake of members creating an account on the member’s self-service portal continues to increase</p>	Ongoing

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				which provides a further platform to gain information from members.	
10 November 2022 A8/22	Scheme Management Update Report	The Board to note the new Pension Policy following approval at a future meeting	Scheme Manager	February 2023: On 21 December 2022, the Board were notified of the Pensions SharePoint site which is available to active members of staff. The pension policy can be located on this site.	Ongoing
10 November 2022 A9/22	XPS – Surrey Fire & Rescue Pension Board Report	That the draft Scheme Return document be circulated to the Board for information	Scheme Manager	February 2023: XPS completed the Scheme Returns on behalf of the Service for the three pension schemes (FPS 1992, NFPS 2006 and CARE 2015). The Scheme Returns were submitted on 18 November 2022.	To be closed
10 November 2023 A10/22	XPS – Surrey Fire & Rescue Pension Board Report	Board member and XPS representative to provide an update at the February 2023 meeting on whether the complaints had been resolved, and for the representative from XPS to provide more information on the complaint process and the reasons why the three complaints noted were not recorded as formal complaints.	XPS Board Member	February 2023: Update to be provided at the Local Pension Board Meeting	Ongoing
10 November 2023 A11/22	Fire Bulletins	The representative from XPS agreed to provide a report on the XPS strategy in place to combat pensions scams at the February 2023 Board meeting.	XPS		Ongoing

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10 November 2023 A12/22	Risk Register	The board to consider one or two risks, and mitigating actions in place, in detail at each meeting	Scheme Manager	February 2023: due to the implementation of the new risk register format, the Board will consider two actions in detail at the April 2023 meeting.	Ongoing