

Warwickshire Fire and Rescue Local Pension Board of the Firefighters' Pension Scheme

Pensions Administration update

26 November 2020

Recommendation(s)

1. Local Pensions Board to note this report

1. Executive Summary

- 1.1 This report updates the board on key developments affecting pensions administration and the performance of the Pensions Administration Service.

2. Financial Implications

- 2.1 All financial implications are dealt with in the body of the report

3. Environmental Implications

- 3.1 None

4. Proposed Appointment of New Chair

- 4.1 Following notification from the current Chair of his intention to step down from the role, a process has been undertaken to find a new candidate for the position. The preferred candidate is Mr Martin Rehorn, Director of Finance and Treasurer of Hereford and Worcester Fire Service. The selection process comprised an interview with members of WCC's Finance and Fire and Rescue Services, and meeting with representatives of the Staff and Pensions and Resources and Fire Overview and Scrutiny Committee. The County Council will be asked to approve Mr Rehorn's appointment at its meeting on 15 December 2020.

5. Pensions Administration Service (PAS)

- 5.1 The PAS has a new lead officer responsible for the day to day workload for Firefighter pension scheme queries; Ian Morris, team leader for Membership. Ian has already helped to create an improved working relationship between payroll/HR, Pensions and Fire personnel.

5.2 Membership numbers

The information below shows the membership split between the 3 Firefighter pension schemes; members of the Modified Pension Scheme are captured in the 2006 scheme:

- Protected members are those that remain in a final salary scheme and will not transfer in the Care average scheme (CARE)
- Taper members are moved into the CARE scheme at some point after 1 April 2015, this is dependent on their age
- Unprotected members will have moved from final salary schemes to CARE on 1st April 2015 as they were not within 10 years of their normal retirement age in the final salary schemes

Active	1992	2006	2015
- Protected	16	3	0
- Tapered	33	2	0
- Unprotected	68	231	12
Total Actives			365

Deferred	1992	2006	2015
	41	205	76
Total Deferred			322

Pensioner /Dependants	1992	2006	2015
	364	3	1
Total Pensioners			368

6. Annual Benefit Statements

- 6.1 Annual benefit statements (ABS) went out to all Fire Scheme members by 31st August 2020.
- 6.2 Some queries from members have been generated from ABS, relating to pay used to calculate benefits, and these have resulted in an increase of work for the pensions team. This has led to closer working with the HR and payroll team in order to resolve these queries.

7. Data Quality

7.1 Data quality reports were run for the Fire schemes in September. The current Scores are as follows:

Common data **96%**

This represents an improvement from the 2019 score which was 89.3%

Scheme specific data **58.8%**

This represents an improvement from the 2019 score which was 49.7%

7.2 These scores are reported to the Pensions Regulator (tPR) each year. The Pensions Regulator expects to see a year on year improvement on the data scores.

7.3 There is a scoring workplan being put in place to look at the data that has failed the data tests so that it can be corrected and therefore continue with the improvement to these scores. We are also amending our processes so that the collection of data and updating or records is done on a more regular basis (monthly) so that data is kept as up to date as possible.

8. Timescales associated with the decision and next steps

None

Appendices

None

Background Papers

None

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The report was circulated to the following members prior to publication:

Local Member(s): None

Other members: None