

**MINUTES OF MEETING OF POLICE PENSION BOARD
HELD AT NORTHERN IRELAND POLICING BOARD, JAMES HOUSE, BELFAST
TUESDAY 5 SEPTEMBER 2023 at 2PM**

PRESENT:

Mr Michael Burton, Chair
Superintendent (Supt) Amanda Ford,
(Superintendents' Association NI)
Mr Mark McEwan, Assistant Chief Constable
(Chief Police Officers Staff Association)
Ms Alison McClune (PSNI)
Ms Aislinn McGuckin, (Director of Police Pensions
and Injury Benefits, Northern Ireland Policing
Board)
Mr Brian Quinn, (Independent)
Mr Damian Walsh, (Police Federation of Northern
Ireland)

**PSNI REPRESENTATIVES IN
ATTENDANCE**

Mr Jim Montgomery (PSNI Pensions Branch)

**NORTHERN
IRELAND POLICING BOARD
OFFICIALS IN ATTENDANCE**

3 Board Officials

1. APOLOGIES

Apologies were received in advance of the meeting from Sinead Simpson and Liam Kelly.

2. CONFLICTS OF INTEREST

No conflicts of interest were declared.

3. MINUTES OF MEETING HELD ON 14 MARCH 2023

The minutes of the last Police Pension Board (**PPB**) meeting on 14 March 2023 were approved. The Chair asked that they also be published on the Northern Ireland Policing Board (**NIPB**) website. **(AP1)**

4. ACTION LOG

Members noted that all outstanding actions following the previous PPB meeting had been completed.

5. CHAIR'S BUSINESS

5.1 The Pensions Regulator Supervisory Report Update

The Chair highlighted that the Pensions Regulator Supervisory Report found the Schemes to be effectively run and had given overall rated Management and Governance of the Schemes as Green. There were 21 recommendations made within the report, most of which progress had been made against or already actioned.

The Scheme Manager and Administrator continue to collaborate on the outworking's of the recommendations and are currently preparing a project plan to implement the various accepted recommendations.

5.2 PSNI Data Breach

Members discussed the PSNI data breach to include a brief overview of discussions within special Board meetings after the breach.

5.3 Draft Terms of Reference

The Chair provided an overview on the updated PPB Terms of Reference, specifically:

- the Scheme Manager acting as Deputy Chairperson on occasions where the Chairperson is not present; and,
- if an independent member is unable to attend a meeting, no substitute is required given the Chair is an independent member.

The Chair was satisfied with the updated Terms of Reference and it was agreed to share the finalised version at the next meeting.

6. SCHEME MANAGER REPORT

The Director of Police Pensions and Injury Benefits (**PPIB**) provided an overview of ongoing workstreams following the previous PPB meeting in March 2023.

Items discussed included:

- As outlined in March 2023 Board Officials received a finalised McCloud benefits calculator. System issues delayed implementation, however, the Scheme Manger enlisted help from colleagues within IT Assist and Department of Finance Pensions to ascertain a solution, which has since been resolved. An update is expected imminently.
- Board Officials have continued to work closely with various stakeholders in relation to those immediate choice members who ill health retired during the Remedy Period under their legacy schemes. All those who had consented to reassessment under the project have now been reassessed, ahead of the 1 October 2023 deadline. Business as usual assessments were paused for a period of time to allow for the project completion. Further detail regarding the recommencement of business as usual medical assessments will be provided in the next report.
- The Director of PPIB discussed other key areas to include the Department of Justice (**DoJ**) Consultation on Police Pension Regulations, the Regulation 36

Home Office Consultation, and the recruitment process for the reappointment of the PPB Chair, where Mr Michael Burton was reappointed to this role.

7. PSNI GOVERNANCE REPORT AND SCHEME FINANCE

7.1 Quarterly Scheme Administrator Report

The Pensions Branch Official provided an overview of the Quarterly Scheme Administration Report. The paper provided Members with an analysis of scheme membership, financial reporting, branch performance and governance.

Items discussed included:

- Age and gender analysis of new entrants and opt outs to the Pension Scheme;
- A breakdown of current year financial figures as at the end of July 2023;
- Confirmation that pension calculations, payments and transfers in and out of the scheme are being processed and managed appropriately;
- Confirmation that performance levels have been maintained and staff continue to work on a hybrid basis;
- Notification that 115 notices to retire had been received during the reporting period; and
- Confirmation that there have been no breaches of law or data issues during the reporting period.

7.2 Pensions Dashboard

The Pensions Branch Official advised that the Pensions Dashboard Programme had been delayed to 2025 with the DoJ and Northern Ireland Policing Board (**NIPB**) to discuss policy. The Pensions Branch Official noted full confidence in the NIPB to recognise sensitivity.

7.3 Procurement of Electronic Pension Administration System Update

The Pensions Branch Official confirmed that the system, procured through CIVICA UK Ltd was installed and working. Staff had been trained and data cleansing was

underway. A self-service pension portal would be available for members to calculate their own estimates.

7.4 Annual Benefits Statement

The Pensions Branch Official noted that annual benefits statements had been issued accordingly and advised talks and webinars had been scheduled to explain the process.

8. POLICE PENSION BOARD RISK REGISTER

Members discussed each Risk on the Register including the inherent and residual risk scores and agreed on the Register being updated accordingly.

Officials agreed to action all Risk Register changes as requested by Members.

(AP2)

As per Risk 1 of the Risk Register it was also agreed to send information packs to new members to include the Training Questionnaire **(AP3)**.

As per Risk 3 of the Risk Register it was agreed to keep this risk under review while the ISA is in development – to be de-escalated once complete **(AP4)**.

It was agreed to deescalate Risk 5 '*PSNI procurement of an electronic pension administration system*'. **(AP5)**.

9. MCCLOUD REMEDY PROJECT

9.1 Legislative Update

The Independent Pensions Advisor provided an update in relation to the Retrospective Remedy Consultation and noted that the DoJ had published a response which will be in effect from 1 October 2023.

9.2 Scheme Administrator Update including Staffing/Resourcing and IT

An update on the Scheme Administrator to include staffing, resourcing and IT had been provided by the Pensions Branch Official provided through the Quarterly Scheme Administration Report.

10. MEMBER TRAINING

10.1 Cyber Security for Pension Schemes

The Independent Pensions Advisor provided an overview in relation to cyber security for pension schemes. It was noted that pension schemes are prime targets for cyber-attacks. Key topics discussed included law and best practice, risks and mitigations, and components of a Cyber resilience framework.

10.2 Training needs analysis (NPCC)

A training needs analysis was provided by NPCC for information to members and this was shared within Item 6 through the Scheme Manager Report.

11. ANY OTHER BUSINESS

11.1 Northern Ireland Public Service Pension Scheme Conference

The Director of PPIB confirmed that NIPB Officials had registered interest to the Northern Ireland Public Service Pension Scheme conference and guided members on where to register interest should they wish to.

11.2 Draft Report To Those Charged With Governance (RTTCWG)

The Employer Representative gave an update on the draft RTTCWG report and it was agreed that this report will be shared with members at the next meeting.

(AP6)

11.3 Appointment of PPB members

It was discussed at earlier meetings that the PPB member appointment documentation was to be revised. These revisions remain ongoing and papers will be shared with all members when finalised. **(AP7)**

12. DATE OF NEXT MEETING

The next meeting would take place on Tuesday 5 December 2023.

The meeting ended at 3:30PM

MR MICHAEL BURTON
CHAIRMAN