

**MINUTES OF MEETING OF POLICE PENSION BOARD
HELD AT NIPB HEADQUARTERS, BELFAST
TUESDAY 2 DECEMBER 2025 at 2PM**

PRESENT:

Michael Burton (Chair)
Damian Walsh (Police Federation NI)
Ryan Henderson (Chief Police Officers' Association)
Michael Hanna (Superintendents' Association NI - SANI)
Alison McClune (PSNI Pensions Branch)
Brian Quinn (Independent Pension Advisor)
Sinead Simpson, (Northern Ireland Policing Board)
Sarah Reid (Northern Ireland Policing Board)

PSNI REPRESENTATIVES IN ATTENDANCE

Michael McKeown (PSNI Pensions Branch)

NORTHERN IRELAND POLICING BOARD OFFICIALS IN ATTENDANCE

1 Board Official

1. APOLOGIES

No apologies were received.

2. CONFLICTS OF INTEREST

No conflicts of interest were declared.

3. MINUTES OF MEETING HELD ON 1 OCTOBER 2025

The minutes of the last Police Pension Board (**PPB**) meeting held on 1 October 2025 were approved. The Chair asked that they also be published on the Northern Ireland Policing Board (**NIPB**) website. **(AP1)**

4. ACTION LOG

The T/Director of PPIB updated Members noting that all outstanding actions following the previous PPB meeting had been completed and closed. Members were content to agree that all actions remain closed.

5. CHAIR'S BUSINESS

The Chair advised there was nothing to discuss falling within this item.

6. SCHEME MANAGER REPORT

The T/Director of PPIB provided an overview of ongoing workstreams detailed within the Scheme Manager report. Specific reference was made to:

- Pension Forfeiture - there are currently three cases with the Department of Justice (**DOJ**) pending a decision from the Minister as to whether pension forfeiture will apply. Board Officials will shortly be meeting with the new head of PSNI Professional Standards Department (**PSD**) to discuss forfeiture, Ill Health Retirement cases whereby an officer is also subject to criminal proceedings and/or misconduct which could result in dismissal and anonymous complaints. The Head of PSNI Pensions Branch offered to attend the meeting also. T/ Director of PPIB to send details of meeting to the Head of PSNI Pensions Branch (**AP2**).
- NIPB Officials have recruited and trained two new Selected Medical Practitioners (**SMP**) who are now fully operational. Recruitment of the third SMP has been paused and may be revisited at a later date.
- In response to a query from the PFNI representative, Members were advised that serving officers pursuing Ill Health Retirement are progressing through the system expeditiously, however, delays occur when there is outstanding information required, particularly additional medical evidence.
- The Scheme's annual return was submitted on 9 November 2025, well in advance of the 3rd of December deadline.
- While Remedial Service Statements (**RSS**) and Pension Dashboard (**PD**) will be covered by the Scheme Administrator, Members were informed that connection to the PD has not been met due to issues with the data and firewalls.

In terms of a new connect-by date, the Scheme Manager, in agreement with the Administrator selected, via the Pensions Dashboard Programme (PDP) portal, the 31 January 2026. The PDP is content with this new date which has also been communicated to The Pensions Regulator. Members were advised that if connection is not made by the statutory date of 31 October 2026, a breach must be reported.

7. PSNI GOVERNANCE REPORT AND SCHEME FINANCE

7.1 Quarterly Scheme Administrator Report

The Head of PSNI Pensions Branch 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.

7.2 Update on Remedial Service Statements

- Regarding RSS, the majority of serving officer statements have been issued. A small number remain outstanding due to complexities that are unique to the member. All deferred Members have been completed.
- Work is currently progressing on the immediate choice cases, however more information is required for this cohort. It encompasses roughly 3,000 Members and statements will start to issue before the end of December. Work will commence on the straightforward cases, and it is anticipated that the majority will be completed by the end of January 2026.

7.3 Update on Pension Dashboard

- In respect of the PD, a solution has been reached with the current provider in that the server might sit outside the PSNI network. This system needs to be built and then the software will be uploaded and tested thereafter. This should be completed and connection should be made by the end of January 2026.

- While there are only a small number of Additional Voluntary Contribution (**AVC**) pensions, which are all with Standard Life, they will be uploaded manually on the 31st of August every year.
- The Independent Pensions Advisor queried the timeframe for when McCloud choices are returned, the Pensions Branch Official confirmed that they are being processed in batches as they are received. The deadline for processing of same is January 2027.

Regarding the PSNI Annual Accounts, the Police Pensions Branch member confirmed that GAD is due to write out to PSNI at the end of January requesting a return by mid-March 2026. KPMG has also been in contact regarding audit planning for yearend.

8 POLICE PENSION BOARD RISK REGISTER

The T/Director of PPIB provided an overview of the risk register which reflected a downgrading for some risks following the agreement of the Chair.

Members considered the status of each risk and agreed the following:

- Risk 1 – everyone has completed their mandatory training, so this risk has been updated.
- Risk 2 – this risk links to RSS and Pension Dashboard as well as the Scheme Administrator's records being accurate. All Members were content that this risk remained as is.
- Risk 3 – communication between the Scheme Manager and Administrator is adequate. A Service Level Agreement has been agreed by both parties. This risk has been deescalated to a likelihood of 1. The impact will remain the same.
- Risk 4 – the risk is downgraded to 9 as over 3,000 statements have now issued, however it will remain amber to reflect outstanding work in relation to the Remedy.
- Risk 5 – there is limited appetite for developing a case management system at present, given discussions are progressing regarding roles and responsibilities. Board Officials hope to digitise all hard copy documentation

relating to retrospective cases. To do this, a pilot project will have to be run to demonstrate that this work cannot be conducted in-house. It is anticipated that this piece of work will commence in January and the risk will be de-escalated in due course.

- Risk 6 – the risk should remain as amber as the 31 October 2025 (non-legislative) deadline has been missed. The wording of this risk should be amended from October 2025 to October 2026 to reflect the correct statutory deadline **AP3**.

9. ANY OTHER BUSINESS

- Ryan Henderson commended Police Pensions Branch Officials for several events they ran regarding RSS. The Chair echoed the sentiment as well as commending the work of Police Pensions and Injury Benefits Directorate within NIPB.

10. DATE OF NEXT MEETING

The date of the next meeting will be Tuesday 3 March 2026.

MR MICHAEL BURTON
CHAIRMAN