

South West Regional Police Pensions Board

Wednesday 30 January 2025 at 10.00am

In the Conegar Room, Winfrith HQ, Dorset and via Microsoft Teams

Attendance

Ian Pollitt (Independent Chair)

Carrie Chapman (Minute taker)

Member Representatives

John Derryman (Chief Police Officers Staff Association) (virtual)

Richard Wand (National Association of Retired Police Officers)

Jim Purkiss (Police Federation) (Devon and Cornwall)

Trina Phillips (Police Federation) (Avon and Somerset)

Employer Representatives

Neal Butterworth (Chief Financial Officer) (Dorset)

Matthew Ulyatt (Chief Financial Officer) (Gloucestershire) (virtual)

David Wilkin (Director of Finance and Resources) (Devon and Cornwall)

Nick Adams (Director of Finance) (Avon and Somerset)

Apologies

Antony Hart (Superintendent's Association) (Devon and Cornwall)

Ian White (Police Federation) (Gloucestershire)

Robin Wheeler (Pension Lead – Professional Advisor) (Dorset)

Guests

Ian Thompson (rep for Antony Hart) (Devon and Cornwall) (virtual)

Shirley Cuthbert (Peninsula) (for minute reference 01/25/11 only)

Tracey Luxton (Peninsula) (for minute reference 01/25/11 only)

Kevin Sheil (XPS Pensions) (for minute reference 01/25/07 only)

Alexander Thompson (Peninsula) (for minute reference 01/25/11 only)

01/25/01 Introductions and Apologies, Declarations for Conflict of Interests [FOIA Open]

Ian Pollitt as Chair welcomed members and noted apologies. The meeting was quorate, and there were no declarations of conflict of interests.

01/25/02 Minutes from previous meetings [FOIA Open]

a. 5 September 2024

The minutes of the meeting held on Thursday 5 September 2024 were agreed as a true and accurate record, subject to minor spelling corrections.

b. 18 December 2024

The minutes of the meeting held on Wednesday 18 December 2024 were agreed as a true and accurate record.

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Neal Butterworth and Specialist Support Hub would liaise to ensure force SharePoint sites signposted to agreed South West Pension Board minutes.

For action by: Neal Butterworth and Specialist Support Hub

Action discharged.

01/25/03 Action and Decision Log [FOIA Open unless exemptions specified below]

- a. **Action 211 Board Members Training (previous minute reference 01/24/04)**
Discussion held at minute reference 01/25/12.
Action closed.
- b. **Action 212 Scheme Sanction Changes (previous minute reference 01/24/06) [FOIA Closed s.22]**
- c. **Action 228 XPS – Remedy (previous minute reference 02/24/24b) [FOIA Closed s.43]**
- d. **Action 229 XPS – Remedy (previous minute reference 02/24/24b) [FOIA Closed s.43]**
- e. **Action 232 Introductions and Apologies, Declarations for Conflict of Interests (previous minute reference 03/24/28)**
Activity completed.
Action closed.
- f. **Action 233 Pensions Compliance and Performance Group Updates (previous minute reference 03/24/32)**
Activity completed.
Action closed.
- g. **Action 234 Pensions Compliance and Performance Group Updates (previous minute reference 03/24/32)**
Activity completed.
Action closed.
- h. **Action 235 Review of Risk Register (previous minute reference 03/24/36)**
Discussion held at minute reference 01/25/13.
Action closed.
- i. **Action 236 Review of Risk Register (previous minute reference 03/24/36)**
Discussion held at minute reference 01/25/14.
Action closed.
- j. **Action 237 Pensions Remedy - Overview (previous minute reference 03/24/37) [FOIA Closed s.43]**
- k. **Action 238 Pensions Remedy – Overview (previous minute reference 03/24/37) [FOIA Closed s.43]**
- l. **Action 239 XPS (previous minute reference 03/24/38) [FOIA Closed s.43]**
- m. **Action 240 Peninsula (previous minute reference 03/24/39) [FOIA Closed s.43]**

n. Action 241 XPS (previous minute reference 04/24/42) [FOIA Closed s.43]

o. Action 242 Peninsula – comms (previous minute reference 04/24/43)

Work was in progress to improve communications with officers off duty and ill through line managers.

Action closed.

p. Action 243 Peninsula – SSCP (previous minute reference 04/24/43)

Discussion held at minute reference 01/25/11.

Action closed.

01/25/04 Scheme Sanction Charges [FOIA Open unless exemptions specified below]

Members were reminded Scheme Sanction Charges (SSCs) related to the tax payable when officers chose to receive an extra lump sum upon retirement. Some forces passed the charge to the officer; others did not. Clarification from National Police Chiefs Council (NPCC) determined that the force should have paid the tax, and forces who had charged officers were to repay them. Gloucestershire and Avon and Somerset had not charged officers, however Devon and Cornwall, Dorset and Wiltshire had and had now made provisions in accounts to refund the affected officers. Members agreed that staff associations could assist in managing communications with officers involved.

[FOIA Closed s.43]

01/25/05 Pensions Compliance and Performance Group [FOIA Open]

Members noted future updates from the quarterly tactical sub-group would be given by exception.

01/25/06 Pension Remedy Overview [FOIA Closed s.43 Commercial Interests]

01/25/07 XPS [FOIA Closed s.43 Commercial Interests]

01/25/08 Formal Complaints [FOIA Open]

The Board was unaware of any active formal complaints, and further discussion would be held at the 3 April 2025 Board.

01/25/09 The Pensions Regulator [FOIA Open]

Discussion was held regarding the recent breaches of the relevant pensions regulations by failing to issue all ABS by 31 August 2024 and all PSS by 6 October 2024. All forces either had, or were

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in the process of reporting the breaches, and it was possible a further breach would need to be reported if the 31 March 2025 deadline was not met.

01/25/10 Pensions Dashboard [FOIA Open]

The Police dashboard data would be connected in October 2025, however the Department of Works and Pensions had not yet announced when users would be able to view the data. The NPCC had issued a document to Scheme Managers and Administrators detailing the dashboard responsibilities of various parties. The Board would discuss the Police Dashboard in details with the administrators at the next meeting in April

The Board broke for refreshments at 12.00pm, reconvening at 12.30pm. John Derryman left the meeting and Shirley Cuthbert, Tracey Luxton and Alexander Thompson joined the meeting virtually.

01/25/11 Peninsula [FOIA Closed s.43 Commercial Interests]

01/25/12 Board Members Training/ Knowledge of Board Constitution [FOIA Open]

Training documents for the Board had recently been edited and issued to all members, and external speakers would be invited to future Boards as appropriate.

01/25/13 Review of Risk Register [FOIA Open]

Members reviewed the Risk Register, noting that no new risks had been added. Consideration had been given to breaking down Remedy risks, however as Remedy was due to be completed imminently, it was felt this was not necessary.

01/25/14 Update from Chair and Summary of Actions [FOIA Open]

Ian Pollitt provided members with an update on pension awareness amongst new in-service officers, noting that opt-out rates were particularly high amongst new and junior officers. It was appreciated that opting out was primarily due to financial pressures, however it was felt that increased awareness of pension benefits could reduce opt-out rates. Further work was required to consider how new officers were informed of pensions as well as the information they received. It was suggested a reduced contribution scheme could be implemented to allow officer to join the scheme with lower contributions.

The Chair would write to Board members to request their assistance in how the forces could reduce the opt-out rates and better inform officers of the benefits of the Police Pension Scheme.

For action by: Ian Pollitt

Members were thanked for their attendance, with new and departing members noted, and Carrie Chapman provided members with a summary of the actions from the meeting.

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Date, Time, and Location of Next Meeting

There being no further items for discussion the meeting closed at 1.27pm. The next Board meeting will be held on Thursday 3 April 2025 commencing at 10.00am via Teams.