

Official

South West Regional Police Pensions Board

Thursday 29 January 2026 at 10.29am

Via Microsoft Teams

Attendance

Ian Pollitt (Independent Chair)

Carrie Chapman (Minute taker)

Member Representatives

Richard Wand (National Association of Retired Police Officers)

Ian Thompson (Superintendents' Association)

Trina Phillips (Police Federation) (Avon and Somerset)

Ian White (Police Federation) (Gloucestershire)

Employer Representatives

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

Neal Butterworth (Chief Financial Officer) (Dorset)

Matthew Ulyatt (Chief Financial Officer) (Gloucestershire)

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

Apologies

Robert Thomas (Director of Finance) (Wiltshire)

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

John Derryman (Chief Police Officers Staff Association)

Guests

Jane Hiscock (Head of Pensions and Payroll) (Wiltshire) (rep for Robert Thomas)

Natalie Bevan (XPS) (for minute reference 01/26/13 only)

Gareth Shackler (Peninsula) (for minute reference 01/26/14 only)

01/26/01 Introductions and Apologies, Declarations for Conflict of Interests [FOIA Open]

Ian Pollitt as Chair welcomed members and noted apologies. The meeting was not quorate due to the absence of Chief Finance Officers, who had been delayed at a national commitment and would join the meeting in due course. There were no declarations of conflict of interest.

01/26/02 Minutes from previous meeting 30 October 2025 [FOIA Open]

The minutes of the meeting held on 30 October 2025 were agreed as a true and accurate record.

01/26/03 Action and Decision Log [FOIA Open]

- a. Action 270 XPS – Opt Out (previous minute reference 03/25/36 and 04/25/48c)

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Procurement of national opt-out rates figures was challenging, although the South West XPS forces averages 6-9%, with Avon and Somerset at 10-11%. The Chair would provide regular updates to the Board.

Action closed.

Ian Thompson left the meeting.

Members discussed the induction provided to new Officers, and it was noted the National Police Chiefs Council (NPCC) had developed opt-out paperwork to capture data and rationale, which could be adopted by forces. Peninsula had previously developed a video which could be updated and used. All employer representatives would forward the details of their force's training provided to new Officers on pensions to Ian Pollitt ahead of the 29 April 2026 Board.

For action by: All employer representatives

- b. Action 271 XPS – Late Payments (previous minute reference 03/25/36 and 04/25/48d)**
Activity was completed.
Action closed.
- c. Action 280 Terms of Reference – Links to Minutes (previous minute reference 03/25/43 and 04/25/48I)**
Devon and Cornwall, Dorset and Avon and Somerset had confirmed they had links set up to the website. Gloucestershire and Wiltshire were yet to confirm.
Action to remain open.
- d. Action 283 XPS – CPBR (previous minute reference 04/25/53)**
Activity was completed.
Action closed.
- e. Action 284 XPS – Opt Out (previous minute reference 04/25/53)**
Activity was completed.
Action closed.
- f. Action 285 XPS – Late Payments (previous minute reference 04/25/53)**
Activity was completed.
Action closed.
- g. Action 286 Peninsula (previous minute reference 04/25/56)**
No update was available.
Action to remain open.
- h. Action 287 Update from Chair and Summary of Actions (previous minute reference 04/25/57)**
Discussion held at minute reference 01/26/12b.
Action closed.

01/26/04 Scheme Sanction Charges [FOIA Open]

Scheme Sanction Charges (SSCs) related to the tax payable when Officers chose to receive an extra lump sum upon retirement, and it was noted that all South West forces had finished the required work with the exception of Wiltshire. The work was progressing, however the remaining

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cases were complex and Wiltshire was liaising with XPS regarding the remaining 20 cases to ensure they were managed in a way that did not overwhelm the administrator. It was hoped the outstanding 20 SSC would be completed before the 29 April 2026 Board.

01/26/05 Pension Remedy - Overview [FOIA Open]

Ian Pollitt provided members with an overview of Remedy, noting the Peninsula report did not include the number of outstanding statements. The XPS data for the four South West forces was similar to other forces nationally, and it was noted the Police were ahead of other public services. Brief discussion was held regarding Capita's recent takeover of the administration of the Civil Service Pension Scheme.

01/26/06 Board Members – Training and Knowledge of Board Constitution [FOIA Open]

Brief discussion was held regarding Guaranteed Minimum Payments (GMP) and when the work was expected to be completed. Training would be arranged for the 29 April 2026 Board.

01/26/07 Pensions Dashboard [FOIA Open]

The majority of forces nationally were connected to the Pensions Dashboard, with all South West forces achieving compliance. Although there was no detail regarding the expected launch date for member access, it was anticipated to be not before October 2026, and it was noted the Department for Work and Pensions was required to issue six months' notice before the launch.

Nick Adams, Neal Butterworth and David Wilkin joined the meeting, and it was noted that with their attendance the Board was quorate.

01/26/08 Pensions Compliance and Performance Group [FOIA Open]

It was noted that no issues had been raised at the last meeting of the Group on 15 January 2026.

01/26/09 Pension Remedy – Avon and Somerset [FOIA Open]

It was confirmed that as of 23 January 2026, Avon and Somerset had 139 Remedy cases remaining, 58 of which were pending third-part information before they could be progressed. The other 81 cases were among the most complex, and included those cases relating to Ill-Health Retirement (IHR) with Ill-Health underpin which needed to be worked through. It was taking an average of one day to resolve each case, and it was hoped the majority of cases would be completed by 31 March 2026.

01/26/10 Formal Complaints [FOIA Open]

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There was one open complaint with the Pensions Ombudsman, which had been running for some time. Members noted there was a complaint in Devon and Cornwall which had not yet been escalated to the Ombudsman. Additionally, there was an Internal Dispute Resolution Procedure (IDRP) in Avon and Somerset, which had not yet been resolved, however it was not related to Remedy.

01/26/11 The Pensions Regulator [FOIA Open]

The Pensions Regulator was in the process of sending surveys to employers, and it was suggested a common line from employers would be beneficial in responses.

01/26/12 Update from the Chair [FOIA Open unless exemptions specified below]

a. Scheme Advisory Board

The Scheme Advisory Board had a new Chair, who had been invited to a future meeting, and had in turn invited Pension Board Chairs to attend future Scheme Advisory Boards.

b. Opt-outs and Auto-Enrolment [FOIA Closed s.22]

[This section has been redacted under Freedom of Information Act 2000 Section 22]

Ian Thompson rejoined the meeting, and Natalie Bevan joined the meeting.

01/26/13 XPS [FOIA Closed s.43 Commercial Interests]

[This section has been redacted under Freedom of Information Act 2000 Section 43]

01/26/14 Peninsula [FOIA Closed s.43 Commercial Interests]

[This section has been redacted under Freedom of Information Act 2000 Section 43]

01/26/15 Update of Risk Register [FOIA Open]

The Board reviewed the Risk Register, noting there were no changes.

01/26/16 Update from Chair and Summary of Actions [FOIA Open]

The Chair raised the issue of a national Scheme Manager, which was rumoured, however nothing had been confirmed.

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

Date, Time, and Location of Next Meeting

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There being no further items for discussion, the meeting closed at 12.52pm. The next Board meeting will be held on Wednesday 29 April 2026 commencing at 10.00am, in person in the Topsham Meeting Room, Exeter Police Station.