



## Essex Police Pension Board Minutes of meeting held on 4<sup>th</sup> July 2021 Via Microsoft teams

**In Attendance:**

**Item 1 – Conflict of Interest** – No declarations. All Board members confirmed the Register of Interest was accurate.

**Resolved – To publish on the Essex Police internet**

**Item 2 - Previous minutes**

- It was confirmed that the delegated scheme manager had finalised consultation with NARPO concerning the Regulation 37 review programme.

**Resolved**

### **Item 3 – Scheme Manager Appointments**

Board members noted the revised protocol for the delegated scheme manager in respect of retirement decisions under ill health.

#### **Resolved**

### **Item 4 – The Police (Injury Benefit) Regulations 2006**

Board members were advised of current progress concerning the Regulation 37 reviews. The PPA had proposed a further enclosure with the briefing pack. This was a short memorandum offering practical help for pensioners in relation to anxiety management. The practical measures included.

- Choice of location for SMP appointment- London or Force HQ
- Flexibility for scheduling appointments giving four- week notice with scope to vary depending on individual circumstances.
- Scope for support through an observer attending the SMP appointment with the pensioner.
- Providing a link to Anxiety UK who can offer practical assistance and guides for coping with anxiety.

In addition, the employee representatives offered to provide details of Police Care UK that could also be added to the flyer.

#### **Resolved –**

**Letter to members to be amended to a three - week notice for return of medical consent.**

**Employee representatives to give details of Police Care UK to be added to the flyer.**

## **Item 5 – Breaches of Law Procedure – No breaches for this period.**

### **Resolved**

## **Item 6 – PSAB Update – Pension Challenge**

- Remedy not expected until 2021/22 consequently no implementation action to apply and monitor.
- NPCC are liaising with the Home Office re police service funding concern. It was noted the NPCC have formally raised with the Policing Minister.
- The Home Office have issued the “*Revised Police*” specific Immediate Detriment Guidance which is being applied in respect of active members retiring through normal and ill health retirement.
- Board members noted the slow progress nationally for implementing the guidance
- Discussion ensued re producing estimate of benefits for the period post 2022. The Pension Administrator explained the difficulty due to the need for the revised legislation. In addition, the ABS would not have any revised projection for the same reason. All parties acknowledged this was not ideal but a situation outside the control and influence of Essex Police Pension Authority.
- NPCC had provided £85k funding to help resource the additional work around remedy. It was agreed that the Chief Finance Officer would determine any additional resilience within the Payroll & Pensions function to help resource resilience and remedy.
- It was noted ECC had added within the SLA £30 per member for additional remedy work as a preliminary basis of calculation.
- In summary both employer and employee representatives were pleased with the early proactive implementation of the IDG for retiring officers.

### **Resolved – Board members noted status.**

#### **Item 7 – Public Services Pension Act 2013 section 249B Internal Controls Framework.**

The Board reviewed the risk framework. It was noted year end returns may be delayed resulting in later publishing of ABS and reporting of a possible breach. Payroll & Pensions were working with ECC to resolve the issue.

The employee representatives needed to complete the TPR tool kit.

#### **Resolved –**

- **Head of Payroll & Pensions to confirm leavers and new entrant position.**
- **Head of payroll & pensions to confirm Employer and Employee contributions for period 2020-2-21.**
- **Head of Payroll & Pensions to complete the end of year returns and forward to ECC.**
- **The employee representatives to complete the TPR tool kit.**

#### **Item 8 -III Health Retirements**

Board noted current position.

#### **Resolved**

#### **Item 9 Pension Services Act 2021**

Board members noted the legislation applies to DC schemes.

#### **Resolved**

#### **Item 10- Pension Forfeiture**

Board members noted the new Home Office Guidance

#### **Resolved**

Minutes Approved

**Mark Gilmartin Chair**  
**Delegated Scheme Manager**