

# NORTHERN IRELAND POLICE PENSION BOARD

## ANNUAL REPORT 2022/2023

### CHAIR'S FORWARD

I am pleased to report on the eighth year of the Northern Ireland Police Pension Board (**PPB**). The PPB in its oversight role of the Police Pension Schemes Board notes the excellent administration service provided by PSNI Pensions Branch in ensuring the schemes meet all regulatory requirements.

In carrying out this function the PPB met on 4 occasions during 2022/2023 by the hybrid mediums of teleconference and formal face to face meetings. All PPB Members have undertaken appropriate training for fulfilling their duties. In accordance with its statutory obligations, information on the PPB is published and maintained on the Northern Ireland Policing Board (**NIPB**) website, which should provide assurance to the public on the schemes' operation.<sup>1</sup>

The attendance of Board members at Board Meetings is detailed in the table below:

NAME	No. Meetings Called	No. Meetings Attended
Mr Michael N Burton (Chair)	4	4
Employer Representative (1)	4	3
Employer Representative (2)	4	4
Employer Representative (3) <sup>2</sup>	2	1
Employer Representative (4) <sup>3</sup>	2	2
Independent Member	4	4
Employee Representative (1)	4	2
Employee Representative (2)	4	4
Employee Representative (3)	4	2

During the year the PPB considered 6 key areas of work:

1. The Pension Regulator supervisory report was "Green" confirming that the Scheme is operating in an effective and efficient manner;
2. The ongoing impact of Covid-19 and its impact upon the delivery of the

<sup>1</sup> Information available at: [Police Pension Board | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://nipolicingboard.org.uk)

<sup>2</sup> Employer Representative (3) resigned from the PPB with effect from November 2022

<sup>3</sup> Employer Representative (4) was appointed to the PPB with effect from November 2022

objectives of the Pension Scheme to members. I am pleased to report that the continuity of service to members and the Scheme Management, was maintained throughout the year. My thanks to all involved in this process. The Board will continue to monitor delivery and compliance with regulations with regards to this issue;

3. The outworking of the McCloud Judgment is ongoing. Implementation plans have been put in place by the Scheme Manager and Scheme Administrator, the Board will continue assisting the Scheme Manager to monitor delivery of the required outcomes;
4. A review of the Conflict-of-Interest Policy was carried out and the updated details are available on the NIPB website;
5. In accordance with the Boards Terms of Reference (**TOR**), a review of the TOR was carried out and the updated details are available on the NIPB website; and
6. At each meeting of the Board training updates have been given to Members to maintain their continuing professional development in respect of pension legislation and their role as Board Member and in response to a Training Needs Assessment carried out during the year. compliance and focus on any potential risks/challenges for the future, including the outworking of the McCloud Judgment, implementation of a new computer system for the administrator, improved and expanded performance reporting and working with The Pensions Regulator to develop best practice in Scheme Governance.

To the other members of the PPB, I would wish to record my appreciation for their individual and collective contributions, and for their assistance in developing a performance framework on key issues relating to the schemes. I would also like to give my thanks to the NIPB personnel concerned in the administration of the PPB. This information is utilised by the PPB in scrutinising the scheme's effectiveness and the identification of potential areas for improvement.

**MICHAEL N BURTON**

Independent Chair

## **BACKGROUND**

The Northern Ireland Police Pension Board was established in April 2015, following introduction of the *Police Pension Regulations (NI) 2015*.

The PPB provides assistance to NIPB as scheme manager:

- a) To secure compliance with –
  - i the scheme regulations:
  - ii and other legislation relating to the governance and administration of the scheme and any connected scheme; and
  - iii any requirements imposed by the Pensions Regulator in relation to the scheme or any connected scheme and
- b) In the performance of the Scheme Manager's functions under the regulations

## **COMPOSITION**

The PPB comprises:

- Mr Michael N Burton (Independent Chair)
- Three employer representatives
- Three employee representatives
- One Independent Member

A log of Member's training and register of declared Conflicts of Interest is maintained by the NIPB.

## **TERMS OF REFERENCE**

Terms of Reference for the PPB were agreed by Members and are reviewed on an annual basis. A copy of the Terms of Reference is available on the NIPB website under the Police Pension Board section.

## **MEETINGS**

The PPB met on 4 occasions during 2022/2023: June 2022, September 2022, December 2022 and March 2023.

A copy of the agenda and minutes of each meeting are published on the NIPB's website following ratification.

## **PENSION MATTERS CONSIDERED**

During 2022/2023 the PPB considered the following issues: -

- Pension Schemes Manager and Administrators response to the Covid-19
- PPB work with The Pension Regulators regulatory supervision exercise on Public Sector Pension Schemes
- PSNI Pension Governance (reporting framework)
- Government Actuary Department guidance
- Performance Reports from the Pensions Scheme Administrator (PSNI)
- Risks and challenges facing Police Pension Schemes
- Pension Regulator Guidance
- Annual Benefit Statements
- Annual Allowance Statements
- Reporting breaches of the law
- Data Protection Regulations
- Audit Reports and the Report to those Charged with Governance
- PSNI Pension Accounts
- The McCloud Judgement
- The PPB Risk Register and
- Pensions resources within PSNI AND NIPB
- Review of the TOR
- Review of the Conflict-of-Interest policy

## **TRAINING DEVELOPMENT ACTIVITIES**

The PPB is supported in its work by Mr Brian Quinn in his capacity as the Pensions Advisor. During the 2022/2023 year, the PPB received training/development on a number of relevant issues and updates including, Record Keeping, the role of the Pension Scheme Board, the McCloud Judgment and updates on pension legislation. A training needs analysis was carried out during the year and a training plan is in place to meet those areas identified.

## PLANNED ACTIVITIES 2023/2024

The schedule below identifies those key areas to be considered by the Board at subsequent meetings:

Board Responsibilities	Governance and Risk	Scheme Manager	Scheme Administrator	Legislative Developments	Training
<b>September 2023</b>	<ul style="list-style-type: none"> <li>• Risk Register</li> </ul>	<ul style="list-style-type: none"> <li>• Scheme Manager Quarterly Report</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Scheme Administrator Update</li> <li>• Pensions Dashboard</li> </ul>	<ul style="list-style-type: none"> <li>• McCloud Remedy</li> </ul>	<ul style="list-style-type: none"> <li>• Pension Advisor to provide training</li> </ul>
<b>December 2023</b>	<ul style="list-style-type: none"> <li>• Risk Register</li> <li>• Annual Review of the Terms of Reference</li> <li>• Board Programme of Work 2023</li> <li>• Update on TPR</li> </ul>	<ul style="list-style-type: none"> <li>• Scheme Manager Quarterly Report</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Scheme Administrator Update</li> <li>• Pensions Dashboard</li> </ul>	<ul style="list-style-type: none"> <li>• McCloud Remedy</li> </ul>	<ul style="list-style-type: none"> <li>• Pension Advisor to provide training</li> </ul>
<b>March 2024</b>	<ul style="list-style-type: none"> <li>• Risk Register</li> <li>• Update on TPR</li> </ul>	<ul style="list-style-type: none"> <li>• Scheme Manager Quarterly Report</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Scheme Administrator Update</li> <li>• Pensions Dashboard</li> </ul>		<ul style="list-style-type: none"> <li>• Pension Advisor to provide training</li> </ul>
<b>June 2024</b>	<ul style="list-style-type: none"> <li>• Risk Register</li> <li>• Update on TPR</li> </ul>	<ul style="list-style-type: none"> <li>• Scheme Manager Quarterly Report</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Scheme Administrator Update</li> <li>• Pensions Dashboard</li> <li>• Draft PSNI Police Pension Accounts</li> </ul>		<ul style="list-style-type: none"> <li>• Pension Advisor to provide training</li> </ul>
<b>September 2024</b>	<ul style="list-style-type: none"> <li>• Risk Register</li> </ul>	<ul style="list-style-type: none"> <li>• Scheme Manager Quarterly Report</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Scheme Administrator Update</li> <li>• Pensions Dashboard</li> </ul>		<ul style="list-style-type: none"> <li>• Pension Advisor to provide training</li> </ul>