



**POLICE
PENSION
BOARD**

NORTHERN IRELAND POLICE PENSION BOARD

ANNUAL REPORT 2023/2024

CHAIR'S FORWARD

I am pleased to report on the ninth 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 four occasions during 2023/2024 by the hybrid mediums of teleconference, formal correspondence 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.¹

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)	4	4
Independent Member	4	4
Employee Representative (1)	4	4
Employee Representative (2) ²	0	0
Employee Representative (3) ³	4	4
Employee Representative (4) ⁴	4	2
Employee Representative (5) ⁵	0	0

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

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

² Employee Representative 2 resigned from the PPB with effect from June 2023

³ Employee Representative 3 was appointed to the PPB with effect from September 2023.

⁴ Employee Representative 4 resigned from the PPB with effect from March 2024.

⁵ Employee Representative 5 was appointed to the PPB with effect from March 2024.

1. The outworking of the McCloud Judgment⁶ is ongoing. Implementation plans have been put in place by the Scheme Manager and Scheme Administrator, PPB will continue assisting the Scheme Manager to monitor delivery of the required outcomes;
2. PPB has reviewed updated legislation and guidance relating to the implementation of the McCloud judgement and sought assurance from the Scheme Administrator as to their ability to implement the outcomes as identified;
3. A review of the Conflict-of-Interest Policy was carried out and the updated details are available on the NIPB website;
4. 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 at the below link:

<https://www.nipolicingboard.org.uk/publication/police-pension-board-terms-reference>
5. The Chair of the PPB carried out an annual appraisal of PPB Members. Appraisals focused on Board membership and training needs; and
6. At each meeting of the PPB training updates have been provided to Members to maintain their continuing professional development in respect of:
 - I. pensions legislation and their role as Members of PPB and in response to a Training Needs Assessment carried out during the year;
 - II. compliance and focus on any potential risks/challenges for the future, including the outworkings of the McCloud Judgment;
 - III. implementation of a new computer system for the Scheme Administrator;
 - IV. improved and expanded performance reporting; and
 - V. working with The Pensions Regulator to develop best practice in Scheme Governance.

⁶ [McCloud Judgment – Department of Finance Consultation Response | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://www.nipolicingboard.org.uk)

7. 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 2023/2024: June 2023, September 2023, December 2023 and March 2024.

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

PENSION MATTERS CONSIDERED

During 2023/2024 the PPB considered the following issues: -

- 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
- 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 2023/2024 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, scheme valuation and updates on pension legislation.

The training needs analysis was reviewed during the year and training is ongoing to meet those areas identified.

PLANNED ACTIVITIES 2024/2025

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
September 2024	<ul style="list-style-type: none"> • Risk Register 	<ul style="list-style-type: none"> • Scheme Manager Quarterly Report 	<ul style="list-style-type: none"> • Quarterly Scheme Administrator Update • Pensions Dashboard 	<ul style="list-style-type: none"> • McCloud Remedy 	<ul style="list-style-type: none"> • Pension Advisor to provide training
December 2024	<ul style="list-style-type: none"> • Risk Register • Annual Review of the Terms of Reference • Board Programme of Work 2024 • Update on TPR • ISA development update 	<ul style="list-style-type: none"> • Scheme Manager Quarterly Report 	<ul style="list-style-type: none"> • Quarterly Scheme Administrator Update • Pensions Dashboard 	<ul style="list-style-type: none"> • McCloud Remedy 	<ul style="list-style-type: none"> • Pension Advisor to provide training
March 2025	<ul style="list-style-type: none"> • Risk Register • Annual appraisal of Board Members 	<ul style="list-style-type: none"> • Scheme Manager Quarterly Report 	<ul style="list-style-type: none"> • Quarterly Scheme Administrator Update • Pensions Dashboard 		<ul style="list-style-type: none"> • Pension Advisor to provide training
June 2025	<ul style="list-style-type: none"> • Risk Register 	<ul style="list-style-type: none"> • Scheme Manager Quarterly Report 	<ul style="list-style-type: none"> • Quarterly Scheme Administrator Update • Pensions Dashboard • Draft PSNI Police Pension Accounts 		<ul style="list-style-type: none"> • Pension Advisor to provide training
September 2025	<ul style="list-style-type: none"> • Risk Register 	<ul style="list-style-type: none"> • Scheme Manager Quarterly Report 	<ul style="list-style-type: none"> • Quarterly Scheme Administrator Update • Pensions Dashboard 		<ul style="list-style-type: none"> • Pension Advisor to provide training

