

NORTHERN IRELAND POLICE PENSION BOARD

ANNUAL REPORT 2021/22

CHAIR'S FOREWARD

I am pleased to report on the seventh year of the Northern Ireland Police Pension Board (the **PPB**). The PPB in its oversight role of the Police Pension Schemes 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 2021/22 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 (the **NIPB**) website, which should provide assurance to the public on the Schemes' operation.¹

The attendance of members at PPB meetings is detailed in the table below:

Name	No. of Meetings Eligible to Attend	No. Meetings Attended
Mr Michael N Burton	4	4
Independent Member	4	4
Employer Representative (1)	4	4
Employer Representative (2) ²	2	2
Employer Representative (3) ³	2	1
Employer Representative (4) ⁴	2	2
Employer Representative (5) ⁵	1	0
Employee Representative (1)	4	4
Employee Representative (2)	4	3
Employee Representative (3) ⁶	3	1
Employee Representative (4) ⁷	1	1

During the year the PPB considered 5 key areas of work:

¹ Information is available at <https://www.nipolicingboard.org.uk/police-pension-board>

² Employer Representative (2) resigned from the PPB with effect from 26 October 2021

³ Employer Representative (3) resigned from the PPB with effect from 1 October 2021

⁴ Employer Representative (4) was appointed to the PPB with effect from 4 October 2021

⁵ Employer Representative (5) was appointed to the PPB with effect from 1 March 2022

⁶ Employee Representative (3) resigned from the PPB with effect from 7 March 2022

⁷ Employee Representative (4) was appointed to the PPB with effect from 7 March 2022

1. The ongoing impact of COVID-19 on the delivery of the objectives of the Police Pension Scheme to members. I am pleased to report that continuity of service to members and the Scheme Management was maintained throughout the year. My thanks to all involved in this process. The PPB will continue to monitor delivery and compliance with regulations with regards to this issue.
2. The outcome of the McCloud Judgment is ongoing. Implementation plans have been put in place by the Scheme Manager and Scheme Administrator, the PPB will continue assisting the Scheme Manager to monitor delivery of the required outcomes.
3. In accordance with the PPB's Terms of Reference, a review of the Terms of Reference was carried out and the updated details are available on the NIPB website.
4. At each meeting of the PPB, training updates have been given to members to maintain their continuing professional development in respect of pension legislation and their role as a PPB member.
5. The PPB approved the updating of the Breach Reporting Guidance and Conflict of Interest guidance. Both publications are available on the NIPB website.

Over the next year the PPB will continue to review the Scheme's compliance and focus on any potential risks/challenges for the future, including the outworking of the McCloud Judgment, development of a new computer system for the Scheme 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 Police Pension 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 (Northern Ireland) 2015* (the **Regulations**).

The PPB provides assistance to the Northern Ireland Policing Board (**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:

- 1.Mr Michael N Burton (Independent Chair)
- 2.Three employer representatives
- 3.Three employee representatives
- 4.One Independent Member

A log of members' training and a Register of Interests 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 2021/22: June 2021, September 2021, December 2021 and March 2022.

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

PENSION MATTERS CONSIDERED

During 2021/2022 the PPB considered the following issues:-

- 1.Pension Scheme Manager and Administrators response to COVID-19
- 2.PPB worked with The Pensions Regulator regulatory supervision exercise on Public Sector Pension Schemes
- 3.PSNI Pension Governance (reporting framework)
- 4.Government Actuary Department guidance
- 5.Performance Reports from the Pensions Scheme Administrator (PSNI)
- 6.Risks and challenges facing Police Pension Schemes
- 7.Pension Regulator Guidance
- 8.Annual Benefit Statements
- 9.Annual Allowance Statements
- 10.Reporting Breaches of the Law Policy
- 11.Data Protection Regulations
- 12.Audit Reports and the Report to those Charged with Governance
- 13.PSNI Pension Accounts
- 14.The McCloud Judgement
- 15.The PPB Risk Register and
- 16.Pensions resources within PSNI and NIPB

COVID-19 RESPONSE

Following the COVID-19 requirements for social distancing and the requirement for working from home arrangements to be put in place, the Scheme Administrator implemented its Business Continuity Response Plan. PPB members are updated and briefed on issues involving the administration and management of the Schemes on an ongoing basis to ensure all regulatory requirements of the Schemes are being met.

TRAINING DEVELOPMENT ACTIVITIES

The PPB is supported in its work by Mr Brian Quinn in his capacity as the NIPB Independent Pensions Advisor. During the 2021/2022 year, the PPB received training/development on a number of relevant issues and updates including, Record Keeping, the role of the PPB, the McCloud Judgment, updates on pension legislation, and a presentation to the NIPB Audit and Risk Assurance Committee.