

**FIRE FIGHTERS PENSION BOARD - MINUTES**  
**NOTES of Meeting Held 13<sup>th</sup> December 2021, 14:30**  
**MS Teams**

<b>Attendees:</b>	
Glynn Luznyj, (GL), Chair	Glynn Dixon, (GD)
David Greensmith, (DG)	Helen Scargill, (HS)
Irina Volkova-Heath, (IVH)	Susan Wilkinson, (SW)
<b>Minutes:</b> Carol Golcher, (CG)	
<b>Apologies:</b>	
Richard Walsh, (RW)	

**1. Attendance and Apologies**

Documents referred to in these notes are not appended but will be attached to the signed copy of the minutes. Copies, or specific information in them, may be available on request.

GL advised the meeting that Richard Mortimer stepped down from his role on the board in September and wished to recognise his positive contribution since 2015 as a valued member. Because of this, we have no employee representation, so the meeting is not quorate, as Chair he is happy for the meeting to go ahead as no decisions were required at today's meeting but important information can be discussed and any issues for decision can be referred to the Scheme Manager. All agreed.

Conversations have been undertaken to make sure that all unions are represented at this meeting. There is currently a significant gap in representation despite GL/GD and Ben Adams asking for representatives. May need to look at alternative options if this isn't resolved but ongoing dialogue is taking place with representative bodies.

**2. Minutes and Actions Arising**

Minutes were reviewed and taken as a true reflection of the meeting held on the 9<sup>th</sup> August 2021.

**ACTION 25.** – Commit to do a full review of ToR in May once the new PFCC is in post. Included in the agenda for today now that we have a new commissioner in position. **To be discussed as part of today's meeting.**

**Action 41:** Information was shared around temp contracts actions are being undertaken and progressing.

Further discussion around temporary contracts, options being put forward to the FBU. Nothing has been agreed at this moment and staff on temporary contracts will still be pensionable. **Ongoing.** Pick up after the meeting to firm up agreement on current and future.

**Action 43:** Creation of a Task and Finish Group to revisit the Terms of Reference in a short time frame. GD/VF and HS to attend the first meeting and ask for Fire Service volunteers. To be progressed outside of this meeting to agree way forward. **To be discussed as part of today's meeting.**

**Action 44: HS to share question and answer sheet and examples which explains fully the new regulations. This will be shared if anyone has questions with the caveat that it may be superseded** This action has been superseded, we have received a lot of information and supplementary guidance from the home office. **Action Closed.**

**Review of Risk Register to be added to the meeting agenda.**

### **3. Review of the Pension Board Terms of Reference**

GL asked for comments on the draft terms of references circulated before the meeting.

These will be recommended to the scheme manager for approval.

Terms of Reference reviewed and changes noted by SW who will update and provided back to GL.

No concerns from the administrator's point of view. They will go to the scheme manager for consideration.

GD raised a question about voting members and calculation, this will be updated.

GD also asked about Tenure and to run for a defined period and then can be extended by scheme manager if they wish to and the member wishes to continue. Recommended that they are updated for 5 years with a full review of all members.

**Action 45: SW to amend Terms of Reference as discussed send back to GL.**

### **4. Immediate Detriment Discussion**

GD advised the meeting that a lot of work has been undertaken and framework adopted leaving us in a good position to process cases.

The Home Office have now advised to pause due to implications for the Service and employees on tax.

Service have agreed to proceed with those cases that have been highlighted for immediate detriment. The update included in meeting covers that.

The scheme manager is happy but looking very closely to the information provided and seeking further legal advice.

HS provided an overview of other Regions and from 21 authorities, 11 are continuing with immediate detriment, 4 who are continuing to process and 3 have been suspended for time being whilst looking at the financial side in more depth before deciding to proceed but.

The uncertainty is that if the HO withdraw guidance on tax we are not covered by Section 61 and could there could be considerable tax implications. HMRC guidance says they would amend the unauthorised to authorised if come from remedy but we don't know when those regulations will be provided and been told retrospective. Issue arises if they are done without regulations in place.

## **5. Update from the Administrator**

HS provided an update on meetings and information since last meeting covering: -

Communications group and technical group meeting – both focused on framework and issues not addressed. Category 2 – re-employed and abatement, what had to happen on abated amount. From data not clear on the arrears period. FRA when looking at cases this would need to be considered as this could mean an overpayment had occurred.

Communications/member website - has been updated with new section on questions & answers on age discrimination and documents on the FPS regs website from the framework/templates.

Agreed a set of letters to go to all active on April 2022 and moving into the new scheme protected and not affected by remedy (4 made public) being sent out on our behalf in January.

Quarterly client meeting – Minutes are available for circulation.

Regulations amendments - Bill has gone through and is now on second reading.

Added years contracts - will be able to continue payments to complete contacts.

How to deal with ill health retirement where the process starts before April 22 but isn't made until after that date – they will transfer into 15 scheme under 15 regulations and then a second calculation will be undertaken

## **6. Any Other Business**

Next Meeting date: 5<sup>th</sup> January at 13:00