



**Hampshire  
& Isle of Wight**  
FIRE & RESCUE AUTHORITY

Purpose: Noted

Date: **29 JANUARY 2024**

Title: **FIRE PENSION BOARD STATUS REPORT & RISK REGISTER  
REVIEW**

Report of Chief Financial Officer

### SUMMARY

1. This report provides an update on the development of key items.
2. This report, together with attachments, provides the framework for this meeting agenda.

### COMMUNICATION

3. The Chief Financial Officer delivered a presentation at the pre-retirement course in December and at a recruits course in January.
4. The next presentation for the pre-retirement course will be in February 2024.

### MEMBER PORTAL

5. The proportion of members who are registered on the portal continues to gradually increase, with the greatest increase coming from active members. The importance of registering for the portal continues to be flagged in pensions communications. The total of 53.31% is a very modest increase on the 52.32% registered in October 2023. It is hoped that the increased focus on pensions due to the McCloud and Matthews pension remedies will see this figure increase more rapidly in future months.

Status	Registrations to date	% of total membership
Active	758	58.81%
Deferred	545	40.22%
Pensioner	865	60.79%
<b>TOTAL</b>	<b>2,168</b>	<b>53.31%</b>

## RISK REVIEW

6. There are a number of items in pension administration and governance which contain elements of risk to varying degrees. Risks are captured through a variety of ways; some are on the risk register, while others are picked up as part of the regular horizon scanning that the Employer Pension Groups do.

## RISK REGISTER

7. Two minor amendments have been made to the risk register. The reference to the participation of the Employer Pension Manager in the cross Whitehall group has been removed on risk 5. Given we are in the implementation stage of the remedy, this change does not affect the scoring of the risk mitigations.
8. The scoring of risk 8 has been updated to reflect the impact of the mitigations. This risk will remain live until the in house HIWFRS HR team is fully embedded.
9. The Board are asked to review the Risk Register and to suggest any amendments or new risks that need to be added. The Risk Register can be found in APPENDIX A.

## MATTHEWS / O'BRIEN CASE

10. Work continues on the Matthews / O'Brien case, with the following key activities completed since the last board:
  - (a) Tracing of former on-call firefighters where warm up communication letters were returned as "not known at this address" has commenced.
  - (b) Resource from the IBC Pensions Administration team has been secured to calculate the pension benefits and contributions for those members who are interested in exploring their pension options.

- (c) Letters have been sent to affected people, including links to further guidance and a claim form to explore future options.
- (d) Information has been shared via routine notice and on social media to raise awareness of the options exercise.

11. Responses to the letters are being collated and additional communications will follow for those who have not responded.

McCLOUD / SARGEANT REMEDY

12. Progress with the implementation of the McCloud remedy continues. As firefighters retire, they are being offered two estimates, which allow them to make an informed choice about which benefits to take.

13. Software to allow the automated calculation of estimates is not yet available. However, there are currently no impacts to the timetable set out below.

Group	Immediate Choice or Deferred Choice member	Type	Total number of Police and Fire cases to be dealt with by HPS	Number of total cases for HIWFRA only	Proposed deadline for issue of RSS
1	Immediate Choice	Ill Health Retirements	175	12	31/03/2024
2	Immediate Choice	Beneficiaries	25	10	31/03/2024
3	Deferred Choice	Actives	2,404	633	31/08/2024
4	Deferred Choice	Deferreds	712	329	31/08/2024
5	Immediate Choice	Unprotected and Tapered Pensioners	213	82	30/11/2024
6	Immediate Choice	Protected 2006 Pensioners	33	15	31/01/2025
7	Immediate Choice	Protected 1987 Police and 1992 Fire Pensioners	769	133	31/03/2025
			<b>4,331</b>	<b>1,214</b>	

REMEDY PROJECT COSTINGS

14. Since the last update some further costs of both the McCloud and Matthews pension remedies have been incurred, mainly relating to postage of letters. Currently the available Government Grant, held in the Revenue Grants Unapplied Reserve, covers the additional costs of both remedies.

RECOMMENDATION

15. That the content of the report be noted by the HIWFRA Firefighters' Pension Board
16. That Risk Register as set out in paragraphs 7 - 9 and Appendix A be approved by the HIWFRA Firefighters' Pension Board

APPENDICES ATTACHED

17. APPENDIX A – Risk Register

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