



## NOTICE OF MEETING

<i>Meeting</i>	<b>HIWFRA Firefighters' Pension Board</b>	<i>Clerk to the Hampshire &amp; Isle of Wight Fire and Rescue Authority</i> <b>CFO Neil Odin</b>
<i>Date and Time</i>	<b>Monday, 29th January, 2024 10.00 am</b>	<i>Fire &amp; Police HQ</i> <i>Leigh Road,</i> <i>Eastleigh</i> <i>Hampshire</i> <i>SO50 9SJ</i>
<i>Place</i>	<b>Meeting Room X, Fire and Police HQ, Eastleigh</b>	
<i>Enquiries to</i>	<b><u><a href="mailto:members.services@hants.gov.uk">members.services@hants.gov.uk</a></u></b>	

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## Agenda

### 1 **APOLOGIES FOR ABSENCE**

To receive any apologies for absence.

### 2 **DECLARATIONS OF INTEREST**

To enable Members to disclose to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest is not already entered in the Authority's register of interests, and any other pecuniary or non-pecuniary interests in any such matter that Members may wish to disclose.

### 3 **MINUTES OF PREVIOUS MEETING** (Pages 3 - 6)

To confirm the minutes of the previous meeting.

4     **DEPUTATIONS**

Pursuant to Standing Order 19, to receive any deputations to this meeting.

5     **CHAIRMAN'S ANNOUNCEMENTS**

To receive any announcements the Chairman may wish to make.

6     **SCHEME ADVISORY BOARD**

To receive a verbal update on the Scheme Advisory Board.

7     **PENSION COMMUNICATIONS** (Pages 7 - 10)

To receive a report from the Pension Board Chairman on Pension Communications

8     **LEGISLATION AND LOCAL GOVERNMENT (LGA) UPDATE REPORT**  
(Pages 11 - 16)

To receive a report providing an update on legislation and the Local Government Association.

9     **FIRE PENSION BOARD STATUS REPORT AND RISK REGISTER REVIEW** (Pages 17 - 22)

To receive an update on the development of key issues and to review the Risk Register.

**ABOUT THIS AGENDA:**

This agenda is available through the Hampshire & Isle of Wight Fire and Rescue Service website ([www.hantsfire.gov.uk](http://www.hantsfire.gov.uk)) and can be provided, on request, in alternative versions (such as large print, Braille or audio) and in alternative languages.

# Agenda Item 3

AT A MEETING of the HIWFRA Firefighters' Pension Board of HAMPSHIRE COUNTY COUNCIL held at Fire & Police HQ, Eastleigh on Thursday 12th October, 2023

Chairman: \* Stew Adamson  
Vice Chairman: \* Richard Scarth

* Councillor Roger Price	Ross Singleton
* Sean Harrison	Dan Tasker
Mark Hilton	
Richard North	
* Present	

Also present with the agreement of the Chairman: Councillor Derek Mellor, Chairman of the Standards and Governance Committee

## 87. APOLOGIES FOR ABSENCE

Apologies were received from Ross Singleton, Dan Tasker and Mark Hilton.

## 88. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they must declare that interest at the time of the relevant debate and, having regard to the circumstances described in Part 3, Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore Members were mindful that where they believed they had a Non-Pecuniary interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, considered whether it was appropriate to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with the Code.

## 89. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting were reviewed and agreed.

## 90. DEPUTATIONS

There were no deputations for the meeting.

## 91. CHAIRMAN'S ANNOUNCEMENTS

The Chairman welcomed the Chairman of the Standards and Governance Committee, Councillor Derek Mellor, who was observing the meeting.

**92. LEGISLATION AND LOCAL GOVERNMENT ASSOCIATION (LGA) UPDATE REPORT**

The Board received a report from the Chief Financial Officer (item 6 in the minute book), which provided an update on two bulletins (70 and 71) from the LGA.

Officers presented the report and highlighted key areas, including a national delay to software related to the McCloud pensions remedy. Work that had been done on pensions dashboards was going well and the Fire Authority was in a good place ahead of the deadline of October 2026.

The revaluation adjustment history was explained and it was confirmed that officers awaited further information and guidance, which would be provided at a future meeting when available.

Officers were working on information around pension scams as covered in bulletin 71 and making scheme members aware through the webpages and McCloud communications sent out.

**RESOLVED**

The content of the report was noted by the HIWFRA Firefighters' Pension Board.

**93. FIRE PENSION BOARD STATUS REPORT & RISK REGISTER REVIEW**

The Board considered a report from the Chief Financial Officer (item 7 in the minute book), which provided an update on the development of key items.

Members praised the pre-retirement presentation that had taken place.

It was confirmed that two minor amendments had been made to the risk register: the risk of failing to implement the McCloud remedy within the timescales had been reduced and the likelihood of changes to the shared services arrangement impacting on employer pension management had been increased, with the impact reduced due to new mitigations.

Members were pleased to learn that there were no further updates on costs regarding the McCloud Remedy and the project remained within available funding.

**RESOLVED**

a) The content of the report was noted by the HIWFRA Firefighters' Pension Board

b) The Risk Register as set out in paragraphs 9-11 and Appendix A was approved by the HIWFRA Firefighters' Pension Board.

94. **PENSIONS COMMUNICATION PLAN**

The Board received a verbal update on Pensions communications and it was confirmed that an update and set of FAQ's were due to go out around the Matthews/O'Brien case.

95. **SUCCESSION PLAN & BOARD DIVERSITY REPORT**

The Board considered a report from the Chief Fire Officer (item 9 in the minute book) on the safe and successful future management of the Board and membership.

Officers were looking at the Terms of Reference to see whether any updates were necessary and hoped to encourage more diversity in membership of the Board going forward.

An update on progress would come to a future meeting if approved.

RESOLVED

The HIWFRA Firefighters' Pension Board approved the proposal to bring forward a report setting out a succession plan for review at a future meeting.

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Chairman,

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

## **Choose an item.**

Purpose: Noted

Date: **29 January 2024**

Title: **Pension communications**

Report of Pension Board Chairman

## SUMMARY

1. Due to recent changes in legislation and court rulings government has provided remedy options for members and eligible members of the fire fighter pension board to consider and act upon. To ensure our staff and past members have a clear understanding of the processes and any timelines it is important we the pensions board regularly communicate with them. To assist with joint understanding and agreed messaging a communications strategy has been agreed and this report forms the agreed regular feedback as an agenda item.

## RECOMMENDATION

2. That the ongoing communications plan and activities of engagement be noted by the HIWFRA Firefighters' Pension Board

## BACKGROUND

3. Changes to pensions following McCloud / Sargeant age discrimination court case When the Government reformed public service pension schemes in 2014 and 2015, they introduced protections for older members. In December 2018, the Court of Appeal ruled that younger members of the Judges' and Firefighters' Pension schemes have been discriminated against because the protections do not apply to them.
4. The Government has confirmed that there will be changes to all main public sector schemes, including the Local Government Pension Scheme (LGPS) and the Fire Pension Schemes, to remove this age discrimination. This ruling is often called the 'McCloud judgment' after a

member of the Judges' Pension Scheme involved in the case. There are different approaches to the LGPS and the Fire Pension Schemes.

5. The Fire Pensions Board recognises the volume of activity. Some of the complexities are: For Fire Pensions, there are 3 final salary schemes, the 1992, the 2006 and the 2006 Modified schemes. Members had different amounts of protection applied to them based on age and this determined when they would move to the 2015 CARE scheme. The Public Service Pension Scheme and Judicial Offices Act 2022 closed the final salary schemes on 31 March 2022 and any remaining members were all moved to the only remaining scheme of the 2015 Scheme.
6. The McCloud remedy implementation period will commence on 1 October 2023 and will take up to 18 months to implement fully for all affected members. All members will be given a choice of whether to receive legacy scheme or reformed scheme benefits for the remedy period (1 April 2015 to 31 March 2022). This means for retired and deceased members they will need to make an Immediate Choice and their benefits may need to be amended. For active and deferred members, they will make their choice at their retirement.
7. To enable rollback to the legacy schemes, there will be employee pension contribution adjustments, including tax relief and interest to be applied; there will be recalculations of the 7 years of Annual Allowance calculations; there will be difference in pensionable pay for the different schemes; there are differences in ill health and death benefit entitlements, and all of this has to be communicated to the member.
8. In addition, there is the Matthews remedy which will apply to on-call firefighters only. The challenge with this remedy is that it will apply to members who may never have had a pension previously and may have left the service 20+ years ago. Depending on their service and their choices for Matthews remedy this could alter or bring them into scope for the McCloud remedy.

#### COLLABORATION

9. The communications plan and sharing of information has been a collaborative approach between, Finance, HCC pensions team, Media and Communication supported by the Pensions board.

#### IMPACT ASSESSMENTS

10. Impact assessments have been completed within the wider work being completed by finance and the pensions team.



## BENEFITS

11. The expected benefits will support an improved awareness of current and retired employees to understand the options open to them. Understand the proposed timescales and increase the sign up and use of the Pensions Members Portal.

## RISK ANALYSIS

12. Information and timescales indicated changing due to complexities of software and government schemes of remedy.
13. Mixed messaging from other sources operating under different risk strategies and against government guidance.
14. Yes, this is recorded on the risk register

## EVALUATION

15. This will be completed when a review of increased sign up to the Pensions Membership Portal.
16. Engagement with current and ex members of HIWFRS, HFRS and IWFRS for the McCloud / Sargeant age discrimination court case and the Matthews parttime workers' case.

## CONCLUSION

17. The Pensions Board wishes to insure its past and present membership are provided with timely information to support their decision making and to raise awareness to ex members of the services that are now intitled to a pension that had been excluded in the past.
18. Within HIWFRS we have excellent communication teams that can support are desire to inform individuals of the changes to the pension schemes and options open to them. By regularly reviewing the information shared with the Pensions Board and ensure this is communicated widely will support our membership in understanding options available to them and when.
19. The latest communications have been via, the portal, a dedicated pensions page has been added. The Pensions team have written to identified individuals explaining the options available to them. Regular routine notices

updates along with the drill night download designed for our on-call colleagues.

Contact: Sean Harrison, Station Manager (Pensions Board Member), [sean.harrison@hantsfire.gov.uk](mailto:sean.harrison@hantsfire.gov.uk), 07584704526



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

Purpose: Noted

Date: **29 JANUARY 2024**

Title: **LEGISLATION AND LOCAL GOVERNMENT ASSOCIATION (LGA)  
UPDATE REPORT**

Report of Chief Financial Officer

## SUMMARY

1. This report summarises relevant updates from the Local Government Association on Firefighters pension matters. It covers relevant actions taken by the Fire Authority and our pensions administrators and suggests discussion points for the Board.

## FPS BULLETINS

2. The LGA issue a bulletin at the end of each month; there have been five bulletins issued since the last Fire Pension Board reports were written. The bulletins are emailed out to a variety of contacts but can also be accessed via the [www.fpsregs.org](http://www.fpsregs.org) website.
3. Bulletins 72, 73, 74, 75 and 76 can be found in APPENDICES A to E. There is a lot of information contained within these bulletins; the key items are set out below.

## REMEDIAL SERVICE STATEMENTS (BULLETIN 72)

4. This bulletin noted that the Remedial Service Statement (RSS) would not be available for the start of the remedy period. The bulletin provided a link to an LGA template to ensure that members are still provided with a choice in the absence of the RSS.
5. The bulletin stressed that the absence of the RSS should not be used as a reason to return members to the legacy scheme without offering them a

choice. All HIWFRS retiring members have still been offered a choice in the absence of the RSS since the start of the remedy period.

#### AGE DISCRIMINATION – CONTRIBUTIONS CALCULATOR (BULLETIN 72)

6. A remedy tax and contributions calculator for pensions administrators has been published, to enable administrators to calculate contributions owing and the associated tax implications. This was the initial iteration of the calculator.

#### MATTHEWS SUPPORTING DOCUMENTATION (BULLETIN 73)

7. The LGA have reviewed documentation relating to the first options exercise and have produced communications documents for the second options exercise. We will be using these documents in communication with affected members, with appropriate amendments for clarity.

#### DISCLOSURE REQUIREMENTS (BULLETIN 73)

8. It is a requirement to notify members of major changes to schemes within three months. These requirements are fulfilled by the McCloud remedy warm up communications sent out by Pension Services and the Matthews communications sent by the Fire and Rescue Service.

#### TERMINOLOGY (BULLETIN 73)

9. The bulletin covered some helpful pension remedy related terminology. McCloud was the case covering the judges pension scheme, Sargeant was the case covering the firefighters pension scheme. Both of these cases led to the Age Discrimination Remedy. The Matthews case also resulted in a pensions remedy.

#### AGE DISCRIMINATION – CONTRIBUTIONS CALCULATOR (BULLETIN 73)

10. The development of this calculator (launched via briefing 72 above) is an ongoing process. The bulletin highlighted a training opportunity on the calculator in September, which was attended by IBC pensions administration and Pension Services.

#### AGE DISCRIMINATION – MEMBER VIDEOS (BULLETIN 73)

11. Some member videos on the age discrimination remedy have been created. It would be helpful to have some feedback from the Board about the videos and the best approach to publicising these. The videos can be accessed using the link below:

CONCURRENT SERVICE (BULLETIN 73)

12. This is a reminder to FRS that a mutually agreeable, consistent transfer date between services is essential to ensure that pension entitlements are not affected by overlaps or gaps in service.

ANNUAL ALLOWANCE FACTSHEET (BULLETIN 73)

13. The bulletin contains a factsheet that sets out the position on Annual Allowance tax charges for those affected by the McCloud remedy. This fact sheet has been circulated to relevant members of the Firefighters Pension scheme for their information.

LGA RESPONSE TO THE ABOLITION OF THE LIFETIME ALLOWANCE CONSULTATION (BULLETIN 73)

14. The LGA responded to a consultation on the abolition of the pensions Lifetime Allowance. They were broadly supportive of the change due to the impact of the Lifetime Allowance on the recruitment and retention of senior leaders in the fire sector. They also flagged uncertainty around the potential for the future reintroduction of the Lifetime Allowance.

MATTHEWS (BULLETIN 74)

15. There are a series of Matthews related updates in this bulletin. The LGA have produced a revised data sharing agreement to cover the Matthews pension remedy. In addition, they have suggested an amendment to privacy notices to cover the Matthews work. The HIWFRS privacy notice is being updated to reflect these changes.
16. The bulletin included information about further updates and guidance documents relating to the GAD calculator for Matthews, illustrating the complexity of the circumstances that need to be considered. IBC Pensions Administration will be performing the necessary calculations and will use the most up to date version of the calculator.
17. Information about what action should be taken if errors in pay or service information used in the first options exercise are uncovered during the second options exercise. It sets out two main scenarios:
  - (a) Member has underpaid for their entitlement – either the entitlement is reduced or the additional payment is made
  - (b) Member has overpaid for their entitlement – overpayment is refunded.

18. Given the additional work that was undertaken as part of the combination it is not anticipated that any further errors will be uncovered.
19. The update provides further information on what assumptions should be made in the absence of complete pay data. It is possible to use local experience or service records to evidence where pay would have been greater than 25% of a wholetime firefighters pay. If there is no other evidence, then the default assumption of 25% should be used.
20. Fire Authorities should also calculate the appropriate scale point of the firefighter rank based on age and length of service in the absence of pay data.
21. The LGA have also produced a reference pay spreadsheet with information going back to 1960. They have provided some information about how this reference pay has been calculated, including areas where there may be discrepancies.
22. The bulletin also contains information on how to deal with people who defaulted in payments in the first options exercise. The guidance is that people would be able to repurchase pensions for periods where they had previously defaulted on payments.

#### CONTINGENT DECISIONS (BULLETIN 74)

23. This bulletin included guidance on contingent decisions – decisions taken by members that would have different had it not been for the discrimination identified by the courts. The three types of decisions are:
  - (a) Opt outs
  - (b) Transfers
  - (c) Additional service.
24. The guidance currently only covers (a) and (c). Information about the process and claim forms have been shared with members who have made themselves known. It would be helpful to have views from the Pensions Board about the best way to publicise this information more widely.

#### MATTHEWS (BULLETIN 75)

25. The bulletin confirmed that the Matthews GAD calculator has been issued as a live version. Guidance was provided and the calculator will updated monthly with the latest interest rate information.
26. The LGA and Home Office will require monitoring information on progress in delivering the Matthews remedy. Once this monitoring information has

been produced it will also be shared (in an appropriately anonymised way) with the Firefighters Pension Board.

#### FIREFIGHTERS PENSION SCHEME VALUATION (BULLETIN 76)

27. On December 21<sup>st</sup> it was announced that the Government Actuary's Department had completed work on the 2020 valuation of the Firefighters Pension Scheme. The outcome of this work is an increase to the employers' pension contribution rate of 8.5%, bringing the contribution rate to 37.6% for the period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2027.

#### RECOMMENDATION

28. That the content of the report be noted by the HIWFRA Firefighters' Pension Board

#### APPENDICES ATTACHED

29. APPENDIX A - [FPS Bulletin 72 - August 2023](#)
30. APPENDIX B - [FPS Bulletin 73 - September 2023](#)
31. APPENDIX C - [FPS Bulletin 74 - October 2023](#)
32. APPENDIX B - [FPS Bulletin 75 - November 2023](#)
33. APPENDIX B - [FPS Bulletin 76 - December 2023](#)

Contact:

Catherine Edgecombe, Chief Financial Officer, 0370 779 6214,  
catherine.edgecombe@hants.gov.uk

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**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

Contact:

Catherine Edgecombe, Chief Financial Officer, 0370 779 6214,  
catherine.edgecombe@hants.gov.uk

## Risk Register for Pensions

Risk number	Date identified	Risk area	Risk description	Likelihood	Impact	Risk score	Control measure / mitigation	Likelihood after mitigation	Impact after mitigation	Risk score after mitigation	Risk owner
1	12/05/2017	Operations	Failure to administer the pension scheme in a proper and effective manner	2	3	6	a) Liaison with employer b) End of Year c) Employer hub (UPM access) d) Fire Employer Group & Pensions Admin Group e) Fire Pension Board f) Management oversight and escalation to Chief Finance Officer for HIWFRA or Standard's & Governance Committee or Director of Operations as appropriate g) Diversification – we run a Shared Services arrangement h) Ability to call in temporary staff for peak workloads i) Business continuity plan	1	3	3	Scheme Manager
2	12/05/2017	Financial	Failure to pay the right amounts on time and in line with legislation	3	3	9	Pensions Services: - a) Testing software b) Internal and External Audits c) Standardisation of systems and processes d) All processes and calculation have a “doer” and a separate “checker” e) Monthly mortality screening for pensions in payment f) Declaration of Entitlement forms annually to pensioners and beneficiaries living overseas or upon mail being returned g) Participation in National Fraud Initiative reporting	2	3	6	Pension Administrator
3	12/05/2017	Funding	Failure to adequately account for fund pension contributions	2	4	8	a) Strong financial plan for HIWFRA b) Planned budget c) Aim to complete all Home Office returns on time	1	4	4	Scheme Manager
4	12/05/2017	Regulatory and Compliance	Failure to identify and interpret and implement legislation correctly	3	4	12	a) Scheme Advisory Board b) Local Government Association (LGA) c) Regional Fire Pension Officer Group d) Fire Technical Group e) Fire Communication Working Group f) Fire Pension Board g) Employer Pension Manager as a dedicated resource liaising between - Fire Employer Group & Pensions Admin Group, pulling together - Key Accountabilities for IBC Pensions Admin Team, HR and Hampshire Pension Services	1	4	4	Scheme Manager
5	08/10/2020	McCloud	Failure to successfully implement the McCloud remedy to all affected members within the timescales prescribed	3	4	12	a) Communications are developed in a timely manner b) Project is managed effectively with robust plans, reporting and escalation c) Work across departments to be co-ordinated from the McCloud Remedy Working Group	2	4	8	Scheme Manager

6	25/03/2022	Matthews	Failure to obtain all relevant information from IoW Council or to successfully implement the Matthews remedy for HIWFRA to all affected members within the timescales prescribed.	2	3	6	a) Liaison with IoW Council, IBC Pensions Admin Team and Hampshire Pension Services b) Communications are developed in a timely manner c) Project is managed effectively with robust plans, reporting and escalation d) Key involvement from the Employer Pension Manager with the Matthews Technical Working Group as well as the Fire Technical Group and the Fire Communications Working Group to ensure all information is received e) Work across departments to be co-ordinated from the Fire Employer Group	2	2	4	Scheme Manager
7	31/01/2023	Staffing	Failure to adequately resource the pension administration team for the upcoming McCloud and Matthews remedy implementations as well as Pensions Dashboards	3	3	9	a) Staff recruited specifically for McCloud tasks or to backfill positions so more experienced staff can be released for project b) Job adverts revised to attract more staff to work in Hampshire Pension Services c) Training programmes put in place for staff to aid retention and to build skills, experience and knowledge	2	2	4	Pension Administrator
8	21/03/2023	Changes to Shared Services	Changes to the Shared Services partnership mean that HIWFRA is withdrawing from some strategic services, including HR. There is a risk that changes could negatively impact on the employer pension management shared function which sits within HR.	4	3	12	This risk is now mitigated as follows:- a) Inclusion of pension expertise in future HR structure b) Additional support from pension services and IBC pensions administration c) Interim project management support from with HIWFRS for pensions issues until new HR structure is in place	3	3	9	Scheme Manager