

# Scottish Teachers' Pension Scheme Advisory Board

---

## MINUTE

<b>Date:</b>	24 May 2021
<b>Location:</b>	Virtual meeting via MS Teams
<b>Chair:</b>	Des Morris (EIS - Member)
<b>Attendees:</b>	Andy Witty (Colleges Scotland) Archie MacIver (Higher Education) Dave Wilkinson (NASUWT) Euan Duncan (SSTA) Fiona Dalziel (SSTA) Greg Dempster (AHDS) Cllr Jim Goodfellow (COSLA) John Edward (SCIS) Louise Wilson (EIS) Mary Senior (UCU) Michael Dolan (EIS) Neil Shaw (SLS) Phil Doggart (COSLA) Simon Cameron (COSLA) Stephen Stewart (EIS)
<b>SG/SPPA Officials</b>	Brenda Callow (SPPA) George Russell (GAD) Greg Walker (SPPA) Stephanie Walsh (SG) Stuart MacArthur (SPPA) Stuart Robb (SG) Tom Nash (SPPA)
<b>Observers</b>	Ray Martin (Scottish Teachers' Pension Board Vice-Chair) Paul Gibson (SPPA)
<b>Secretariat</b>	Clare Moffat (SPPA)
<b>Apologies:</b>	Cllr Clair Ramage (COSLA) Cllr David Parker (COSLA) Dougie Atkinson (The Voice)

## 1. Welcome and introductions

The Chair extended a welcome to all attendees and noted apologies.

## **2. Conflicts of interest**

No conflicts of interest were declared.

## **3. Minute of previous meeting, action points and matters arising**

3.1 The minute of the meeting held 29 March 2021 was approved subject to minor amendments.

3.2 Action points were discussed and tracker updated.

3.3 The board thanked GAD for their response to the SAB's request for further information on spreading the cost of the transitional remedy. The member side asked if there was flexibility in the spreading period. SPPA confirmed that HM Treasury were not consulting on the spreading period for the costs of the McCloud remedy. It was noted TUC were seeking to query this point with HM Treasury and the member side offered to update the board when further information becomes available.

3.4 SPPA confirmed the SAB's response to increasing normal minimum pension age was forwarded to HM Treasury and will circulate a copy of this to the board.

3.5 The board agreed to formally request actions 89, 90 and 91 be considered by the Pension Board in their role to support the SPPA with employer and member communications. The member side reiterated member information should clearly outline implications of members opting out and/or choosing to take phased retirement.

3.6 COSLA acknowledged progress to fill the employer vacancies on the board and confirmed Spokesperson for Resources plans to write to all the Councils seeking nominations.

**Action – SPPA to circulate SAB's final response to HM Treasury consultation on increasing the minimum normal pension age.**

**Action – SPPA to prepare paper formally requesting the Pension Board support SPPA by considering opt out and phased retirement communications.**

## **4. 2015 Remedy Technical Working Group**

4.1 SPPA asked the board to consider the draft Terms of Reference for this subgroup and confirmed no decisions would be made by the subgroup however their outputs would be reported to the main SAB, for SAB to consider and provide advice.

4.2 The Chair invited SAB members to join the subgroup, which should remain manageable in size to complete its objective, and the members' side committed to provide confirmation of their nominations by 7 June 2021 with the employer side membership to confirm in the week following.

4.3 It was agreed the first subgroup meeting should be held towards the end of June 2021 and monthly thereafter until December 2021.

4.4 The board agreed alternates could attend the subgroup and specialist advice could be requested. The Chair encouraged the board to gather questions for the subgroup.

## **5. SNCT Terms and Conditions**

5.1 COSLA confirmed Payroll managers, SPPA and Teachers' representative had already met to discuss this issue and subsequently agreed to hold a proactive workshop session on 14 July 2021, to seek a solution to the challenges arising from the Terms and Conditions.

5.2 Outputs from the workshop will be reported back to the SAB at the next meeting.

**Action – Following query on Pay & Leave specification, COSLA offered to share update regarding information held by Councils.**

## **6. Scheme Eligibility**

6.1 COSLA confirmed that following analysis and the legal advice received they are content with the legal risk posed by the proposal to extend eligibility to local authority employees who move into advisory/management posts where they have previously been a teacher.

**Action – Following taking legal advice, COSLA to confirm to the SPPA that they are content with the legal risk posed for senior management posts**

## **7. Participation rates**

7.1 The Chair thanked SPPA for providing data over a two-year period and noted increase in opt outs by younger members, particularly during 2018-19. Discussion followed that the technical working subgroup should consider circumstances where member opted out of 2015 CARE scheme due to transition.

7.2 The board suggested the participation rates paper should be made available to the Pension Board, along with the request to consider assisting SPPA improve information available to members before leaving the scheme.

**Action - SAB participation rates to be forwarded to the Pension Board (Action Point 106)**

## **8. Rotational Chair from June 2021**

8.1 The board agreed to implement the rotational bi-partite proposal as a temporary two year arrangement with a COSLA chair for the first year and a Union chair for the second year. At the end of this period, the SG position should be reviewed.

8.2 COSLA highlighted local elections are to be held in early May 2022 which could affect their nominated Chair. It was agreed the chair position should be discussed

in advance of May 2022, to agree the exact date the union side will assume the chair position.

8.3 Employer representatives indicated support for the appointment of an independent chair in future. SPPA advised Internal Audit are currently reviewing SPPA Governance procedures and when complete, the review's outcomes will be shared.

8.4 The board reiterated their request for SG to always participate in SAB discussions and SG Learning Directorate confirmed they will continue to attend meetings.

## **9. Date of next meeting**

9.1 It was agreed the next meeting should be scheduled for September with consideration of the subgroup meeting timetable, once this is agreed.

## **10. Any other business**

10.1 The Chair advised the Pension Board had extended an invite for SAB representatives to regularly observe the Pension Board meetings. The member side acknowledged and appreciated this offer however as they already had representatives on the Pension Board, they did not feel this was necessary. The employer side had not discussed this proposal and asked to consider and respond at a later date.

### **Action Point – employer side to respond on representatives attending Pension Board as an observer**

10.2 The board agreed the employer side consider this request and respond at a later date.

10.3 With no further business raised, the Chair thanked everyone for attendance and closed the meeting.

# Scottish Teachers' Pension Scheme Advisory Board

Action Ref.	Action	Action Owner	Latest position	Action status
109	Employer side to consider Pension Board invite for SAB representative to attend Pension Board meetings as observer	Employer side	Await update	New
108	COSLA to confirm scheme eligibility progress by email to SPPA	COSLA	Completed	Closed
107	Following query on Pay & Leave specification, COSLA to share update regarding information held by Councils	COSLA	Await update	New
106	SPPA to prepare paper formally requesting Pension Board to support SPPA by considering opt out and phased retirement communications; and share Opt Out report prepared for SAB 24 May 2021	SPPA	Completed	Closed
105	SPPA to circulate SAB's final response to HM Treasury consultation on increasing the minimum normal pension age.	SPPA	Completed 25 June 2021	Closed

<b>104</b>	SPPA to circulate paper outlining bi-partite (member/employer) rotational chair proposal.	SPPA	Agreed 24 May 2021	Closed
<b>103</b>	SPPA to provide opt out data for two-year period	SPPA	Provided 24 May 2021	Closed
<b>102</b>	SCIS will gather the views of any schools that see withdrawal of their participation (employer and employee contributions) as their remaining alternative.	SCIS	SCIS advised schools' view is for this issue to be investigated per England & Wales.	Open
<b>101</b>	SPPA to work with GAD to produce McCloud modelling comparisons for the SAB	SPPA	Provided 24 May 2021	Closed
<b>99</b>	SPPA to consider the approval times of minutes	SPPA Governance	SAB content with minutes process plus regular PB observer at meetings	Closed
<b>91</b>	COSLA to review employer communications on opting out	COSLA	Agreed to close 24 May 2021. Refer to Pension Board to consider (as per action 106)	Closed
<b>90</b>	SPPA to review communications available to members on SPPA website regarding opting out	SPPA	Agreed to close 24 May 2021. Refer to Pension Board to consider (as per action 106)	Closed

<b>89</b>	SPPA to review Phased Retirement literature available on SPPA website and report back to group	SPPA	Agreed to close 24 May 2021. Refer to Pension Board to consider (as per action 106)	Closed
<b>86</b>	COSLA to update SAB on SNCT Terms & Conditions (including rescheduled meetings with Payroll Managers) at next meeting	COSLA	Discussed 24 May 2021.  Workshop scheduled 14 July 2021.	Open
<b>79</b>	COSLA to review the Scheme Eligibility paper on Senior Management posts with Stakeholders and take Legal Advice.	COSLA	Discussed 24 May 2021 – no further revisions at this stage.	Closed
<b>78</b>	Scheme Comparison Paper - Chair confirmed SAB members should go back to member organisations for further consideration.	SAB Members	Ongoing	Open

<p><b>73</b></p>	<p>Revised version of SNCT Terms and Conditions with commentary to be circulated by 29 January 2020. SAB members to provide comments to COSLA by 5 February Paper to be drafted and issued by COSLA. COSLA to circulate final revised version by 14 February 2020</p>	<p>COSLA and SAB members</p>	<p>Discussed 24 May 2021.  Agreed to close – in progress. Workshop scheduled 14 July 2021.</p>	<p>Closed</p>
<p><b>8</b></p>	<p>Secretariat to ensure approved agendas, minutes, and work plan are shared with the Pension Board and published on the SPPA website as appropriate</p>	<p>SPPA 18/06/2015 Secretariat</p>	<p>C/F to action when minutes approved</p>	<p>Remains open, no action necessary</p>