



Scottish Public
Pensions Agency
Buidheann Peinnseanan
Poblach na h-Alba

Scottish Teachers Pension Board

2022-23 Annual Report

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This report was approved by the Scottish Teachers Pension Board at the meeting on 31 May 2023.

1. Introduction

This report covers the main work of the Scottish Teachers Pension Board (the “Pension Board”) from 1 April 2022 to 31 March 2023.

More detailed information about the Pension Board, including its Terms of Reference, membership, agendas and minutes of its meetings are available on SPPA’s website. [Teachers Pension board | SPPA \(pensions.gov.scot\)](https://pensions.gov.scot/teachers-pension-board/)

2. Update from the Independent Chair

I am Mark Cook, your new Independent Chair, and I have the privilege of serving you going forward with the support of Richard Giles, your new Independent Vice Chair. I joined from the NHS Board and Richard joins from England and Wales Teachers Pension Scheme, where he was Managing Director, so we both bring a wealth of experience to our roles. I would like to thank Clare Scott and Raymond Martin for their leadership of the Board in the past years and Clare’s support in the transition process.

Transition is a theme for the next few years as we emerge from Covid and the new ways of working that developed because of it, coupled with the work needed to meet the challenges of a new pension platform, Remedy 2015 changes and data quality.

The Pension Board has a comprehensive plan for agendas for its meetings, covering a wide range of issues relating to pensions administration and governance.

Pensions Administration

The Agency reported to the Pension Board at each meeting on the performance of its services to members of the Scottish Teachers’ Pension Scheme. Scheme Membership figures can be found in Annex A.

The inability of the scheme to meet statutory requirements to provide Annual Benefit statements to all eligible members on time has been a source of frustration for your Board and the SPPA has spent considerable amount of effort in establishing a plan to remediate this. All roads lead to

data quality improvement both internal and external to the SPPA and the need for timely accurate submissions from employers in Scotland. The size of the scheme and the multiplicity of employers contributing to it means that achieving 100% of annual benefit statements delivered within the set timeframe will always be a challenge and will remain an area of close focus. This scheme year we reported ourselves to The Pensions Regulator for not delivering benefit statements on time to all members, but we also took the unusual step of naming the employer whose consistent poor performance was a factor in this. For those members not given an annual benefit statement by the deadline a process has been put in place to provide one manually on request.

The Board is working with the Chief Executive and leadership team to support the vision to improve the service that members receive and, accordingly, an increase in satisfaction scores. SPPA reviewed their administration platform in the year and decided to continue with Heywood Pensions Technologies but to make some significant improvement to the platform. The pension platform improvement program will be an important activity this year and begin the process of making the system more resilient and easier to use for our members.

I mentioned data quality as a key priority going forward and the SPPA has an improvement plan which began in 2022 and will continue which seeks to put in place better process and data capabilities which will seek to make the scheme more resilient. The Board is deeply involved with this and is hopeful that the benefits of the program will be felt in the coming years. Communication with both members and employers is a key objective for both the SPPA and Board, we are delighted to see a communications subgroup being formed and we look forward to contributing to it. There have already been some employer newsletters as an early output, and we hope that this external reaching out to scheme members will continue.

Looking forward to this year the Remedy program of work will move to the next phase the communication of options starting to be provided to those members affected by the rectification of benefits. More information can be found here: [Information about 2015 Remedy | SPPA \(pensions.gov.scot\)](https://pensions.gov.scot/information-about-2015-remedy)

During the year, the chair of the Pension Board observed meetings of the Scheme Advisory Board, the body responsible for advising the Scottish Minister on changes to the Scheme rules. The chair/vice-chair also updated the Scheme Advisory Board on the Pension Board's activities.

The Board would like to place on record their appreciation of the work of the Agency's staff, both in supporting the Board throughout the year and in their delivery of the administration of the Scheme to members and employers.

I would also like to thank members who have continued to demonstrate commitment and diligence in their role on the Board and pay particular thanks to those Board members who have retired after their term ended – without the engagement of the people & organisations who nominate members to the Board to serve the scheme could not be administered successfully.

Mark Cook
Independent Chair of Scottish Teachers Pension Board

3. Board Governance

3.1 Board membership and meetings

The Pension Board welcomed a new Chair and Vice Chair in September 2023, and four long-serving Board members reached the end of their maximum eight-year tenure in this period. Current membership information can be found on [SPPA website](#).

All meetings held during 2022-23 were quorate and hybrid; some members attended in person at SPPA office in Tweedbank and others joined remotely.

Name	Role	Date of joining	Attendance			
			19 May 22	08 Sep 22	01 Dec 22	01 Mar 23
Clare Scott	Independent Chair	01 Apr 20	Y	Y	Left Sep 22	
Mark Cook	Independent Chair	01 Sep 22		Y	Y	Y
Raymond Martin	Independent Vice Chair	28 Aug 20	Y	Left May 22		
Richard Giles	Independent Vice Chair	01 Sep 20		Y	Y	Y
Brian Cookson	Member representative	01 Apr 15	Y	Y	Y	Left Dec 22
David McGinty	Member representative	14 Sep 17		Y	Y	Y
Drew Morrice	Member representative	14 Sep 17	Y	Y	Y	
Graham Hutton	Member representative	1 Feb 20	Y	Y	Y	Y
John Crichton	Member representative	01 Apr 15	Y	Y	Y	Y
Leah Stalker	Member representative	01 Apr 18	Y		Y	
Maureen Kennedy	Member representative	01 Jan 23	Y	Y		
Andrew McGoff	Employer representative	01 Feb 21	Y	Y	Y	Y
Cllr Brian McGinley	Employer representative	01 Sep 21	Y		Y	
Cllr Charles Buchan	Employer representative	01 Feb 19	Left May 2022			
Louise Wright	Employer representative	01 Feb 21	Y	Y	Y	Y
Peter Smith	Employer representative	01 Apr 15	Y	Y	Y	Y
Sharon McKenzie	Employer representative	01 Apr 15	Y		Y	Y

3.2 Board effectiveness

The Pension Board participated in an annual self-assessment exercise in December 2022, the results of which will inform future meetings. In addition, the Chair and Vice Chair engaged regularly with SPPA by participating in monthly meetings with the Corporate Governance team as well as quarterly calls with SPPA Chief Executive and Chairs and Vice-Chairs of other Pension Boards.

3.3 Board training and development

SPPA surveyed Board members to gauge knowledge to analyse development needs, and addressed key topics in a series of webinars through the year which Board members were invited to attend:

Topic	Delivered by	Date
TPR Code of Practice	TPR	May 2022
Policy and Legislation	SPPA Head of Policy	Aug 2022
SPPA Finance	SPPA Head of Finance	Nov 2022
Public Sector Procurement	SPPA Procurement Manager	Mar 2023

3.4 Board costs

The Pension Board incurred costs of £7,331.85 in fees and expenses over the course of 2022-23.

Annex A

Scheme Membership

	31 March 2022	31 March 2023
Members	78810	79527
Pensioners	69393	69785
Deferred	17417	17852
TOTAL	165620	167164