

Scottish Police Pension Scheme Advisory Board

MINUTES

Date: 19 June 2023

Location: MS Teams

Chair: Alan Wilkinson (AW) (SPPA)

Attendees : David Kennedy (DK) (Scottish Police Federation)
Alasdair Corfield (AC) (Police Scotland)
Stewart Carle (SC) (Association Scottish Police Superintendents)

Advisers: Anne-Marie Pettie (AMP) (GAD)
Rachael Henry (RH) (GAD)
Robert Fornear (RF) (GAD)

Officials: Finn Mackenzie (FM) (SPPA)
Victoria Antcliff (VA) (SPPA)
Donna Turnbull (DT) (Police Division)
Anita Popplestone (AP) (Police Division)

Observers: Sharon Dalli (SD) (Police Scotland), Clair Alcock (CA) (NPCC)

Apologies : Iain Coltman (SPPA), John MacLean (Scottish Police Authority)

Secretariat : Mhairi Kinnaird (MK) (SPPA)

1. Welcome and Introductions

1.1 The Chair opened the meeting and welcomed everyone.

1.2 The Chair informed the meeting that the agenda was limited as majority of meeting would involve a brief by GAD on the proposals for 2020 Valuation Assumptions.

2. Conflicts of Interest

2.1 No new conflicts of interest declared.

3. Previous Minutes/Actions

3.1 The minutes from the meeting of 23 March 2023 were reviewed and agreed.

3.2 Outstanding actions were reviewed and the following noted:

- **Action 88** - SPPA to prepare paper on impact and issues surrounding Medical Assessments for eligibility for ill-health pension. **MK provided an update under agenda item 5 – Close Action**
- **Action 89** - SPPA to update website article relating to the pensions taxation changes announced in the UKG Spring Budget as and when necessary. **Website updated – Close Action**

- **Action 90** - SPPA to provide SAB with details of the number of police officers affected by the pensions taxation changes announced in UKG Spring Budget – **GAD provided an update, numbers are limited – Close Action**
- **Action 91** - SPPA to add details of who will be responsible for the administration of contribution corrections to the retrospective remedy consultation document – **this has been added to the Remedy consultation and the Remedy team are working with police stakeholders to set up a process to make this happen – Close Action**
- **Action 92** - SPPA to modify Participation Rates paper and include further detail before re-issuing to the Board – **auto-enrolment opt-out details still not available – Action to be carried forward**
- **Action 93** - GAD/SPPA to distribute Valuations Training presentation slides to board members – **Presentation was distributed after SAB on 23 March 2023 – Close Action**
- **Action 94** - SPPA to provide update on proposal to appoint independent Chair of Police SAB when further information is available - **Action to be carried forward – Remains Open**
- **Action 95** - SPPA to consider holding review of the effectiveness of the Scottish Police SAB – **Action to be carried forward – Remains Open**

4. Remedy Update

4.1 FM gave a verbal update on the progress of the Remedy Regulations. The Police Pension Scheme Consultation on the Implementation of the 2015 Remedy was published on 4 May 2023 and will run until 13 July 2023. The plan is for regulations to be Signed on 29 August 2023, Laid on 4 September 2023 and come into force on 1 October 2023. Those suffering Immediate Detriment will be processed as soon as possible after 1 October 2023 with a priority list agreed with Scottish Ministers.

4.2 FM was asked to host a Remedy session to update SAB members prior to the consultation closing on 13 July 2023.

Action: SPPA to host a Remedy session to update SAB members prior to consultation closing on 13 July 2023

5. Changes to provision for eligibility for Ill-Health Retirement

5.1 MK provided a paper on the proposed Changes to Provision for eligibility for ill-health retirement. SPPA are working with officials from the relevant cross-UK departments on this matter. We will seek board members' view on this and retrospection once the outcome of the current Employment Tribunal is known.

SPPA to seek board members' views on changes to the provision for eligibility for ill health retirement, including retrospection, once the outcome of the current Employment Tribunal is known.

6. Proposals for 2020 Valuation Assumptions

6.1 The Chair invited AMP, RH and RF to give their presentation on the proposals for 2020 Valuation Assumptions.

6.2 RH and RF provided the Board with detail on the types of assumptions required for the valuation, the assumption setting process and the analysis completed on the scheme-specific assumptions along with the recommendations for the 31 March 2020 valuation. GAD invited questions from Board members and discussions were had on the recommendations.

6.3 AMP stated that GAD would issue the draft, formal report detailing the advice on assumptions for the 31 March 2020 valuation to SPPA in the coming weeks for it to then be circulated to the Board.

GAD to issue the draft formal report detailing the advice on assumptions for the 31 March Valuations.

7. AOB

7.1 The Chair mentioned that work was still required on the Participation Rate Paper to include detail on the reasons for opting out. He explained that we should have further clarity once auto-enrolment numbers and reasons had finished.

SPPA to modify Participation Rates paper and include further detail before re-issuing to the Board

8. Dates of Next Meetings

8.1 The Chair confirmed that the next meeting would be on 27 September 2023, a calendar invited have been distributed.

Summary of New Actions

Action No	Para No	Action	Owner
96	4.3	SPPA to host a Remedy session to update SAB members prior to consultation closing on 13 July 2023	FM/SPPA
97	5.1	SPPA to seek board members' views on changes to the provision for eligibility for ill health retirement, including retrospection, once the outcome of the current Employment Tribunal is known	MK/SPPA
98	6.3	GAD to issue the draft formal report detailing the advice on assumptions for the 31 March Valuations	GAD
92	7.1	SPPA to modify Participation Rates paper and include further detail before re-issuing to the Board	MK/SPPA

Summary of outstanding Actions

Action No	Action	Owner
94	SPPA to provide update on proposal to appoint independent Chair of Police SAB when further information is available	IC/SPPA

95	SPPA to consider holding review of the effectiveness of the Scottish Police SAB	SPPA