



Scottish Public
Pensions Agency
Buidheann Peinnseanan
Poblach na h-Alba

Scottish Police Pension Board

2023-24 Annual Report

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This report was approved by the Scottish Police Pension Board at the meeting on 5 June 2024.

1. Introduction

This report covers the main work of the Scottish Police Pension Board (the “Pension Board”) from 1 April 2023 to 31 March 2024.

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. [Police Pension board | SPPA \(pensions.gov.scot\)](https://pensions.gov.scot/pension-board)

2. The Pension Board purpose and role

The Pension Board is established under Regulation 7 of the Police Pension Board Scheme (Scotland) Regulations 2015 (as amended), in accordance with the requirement set out in Section 5 of the Public Service Pensions Act 2013.

The Board is responsible for “assisting the Scheme Manager” with the effective and efficient governance and administration of the scheme. This includes ensuring compliance with Scheme regulations, and any other relevant legislation and requirements imposed by The Pension Regulator in relation to the scheme.

The Scheme Manager for the Scottish Police Pension Scheme is delegated by Scottish Ministers on a day to day basis to the Scottish Public Pensions Agency (SPPA) under the Agency Framework Document. [Framework Document | SPPA \(pensions.gov.scot\)](https://pensions.gov.scot/framework-document)

3. Update from the Independent Chair

The trend of having a mixture of virtual and face-to face meetings continued this year with one meeting, held in August, being face-to-face with all Board members attending in person at Tweedbank.

The previous practice of just representative Board members meeting before the full meeting was reinitiated before the February Board meeting, giving a chance to discuss a wider range of topics than that is on a typical Board agenda.

As was the case in previous years the Board was well attended, and I thank all members for their contributions to discussions.

During this year, David Ross of the Scottish Police Federation retired from the Board. We thank him for all his work on the Board. We welcome Lorna Cunningham, Deputy General Secretary of the Scottish Police Federation to the Board from November 2023.

The Board has been made aware of, in common with many public organisations, the difficult financial position that the SPPA face. This means the support and the challenge the Board has to offer is key. In line with that aspect of support we are very grateful to individual members of the Board who have worked closely with SPPA over the year. The combined approach to communication has been particularly well received, with Board members taking key SPPA information back to their constituencies.

Similarly, the Board continues to provide oversight of SPPA's operation of the scheme and welcomes the improved presentation of Management Information seen over the year.

Towards the end of the period being reviewed the SPPA CEO, David Robb, announced he was retiring. Whilst, at the time of writing, he is still in post with the aim of being available to implement a hand-over to his successor, we would like to take this opportunity to thank him for all he has achieved at his time at the helm.

Change, and change in staff and their roles, is a regular feature of the modern-day workplace, and I believe the Board offers continuity, experience and expertise which can only benefit SPPA.

Finally, I would like to thank SPPA staff for their assistance in organising and reporting to the Board as required.

4. Membership

Details of the Pension Board members during 2023-24 are shown below.

Name	Role	Nominating organisation
Shirley Rogers	Chair	Independent
Steven Whalley	Vice-Chair	Independent
Andrew Barker	Member representative	Scottish Chief Police Officers Staff Association
Darren Paterson	Employer representative	Scottish Police Authority (SPA)

Sharon Dalli	Employer representative	Police Scotland
David Christie	Employer representative	Police Scotland
Brian Jones	Member representative	Scottish Police Federation
Lorna Cunningham	Member representative	Scottish Police Federation

All Board members are required to complete a register of interest and declare any potential conflicts of interest.

5. Board meetings

During the 2023-24 scheme year the Pension Board met on four occasions, Meetings were hybrid meetings.

Name	24 May 2023	30 August 2023	29 Nov 2023	21 Feb 2024
Shirley Rogers	Yes	Yes	Yes	Yes
Steven Whalley	Yes	Yes	Yes	Yes
Andrew Barker	No	Yes	Yes	Yes
Darren Paterson	Yes	Yes	No	Yes
Sharon Dalli	Yes	Yes	Yes	Yes
David Christie	Yes	Yes	Yes	Yes
Brian Jones	No	Yes	Yes	No
Lorna Cunningham	N/A	N/A	Yes	Yes
David Ross	Yes	Resigned	Resigned	Resigned

6. Board training and development

Over the course of the year the following training sessions have been arranged and attended as shown in the table below.

Training 2023-2024	External Engagement 04/07/23	Risk and incident management 06/09/23	The Pension Regulator Code of Practice 22/03/24
Shirley Rogers	No	No	Yes
Steven Whalley	Yes	Yes	No
Andrew Barker	Yes	No	Yes
Darren Paterson	Yes	Yes	Yes
Sharon Dalli	No	Yes	Yes
David Christie	Yes	Yes	In part

Brain Jones	No	No	Yes
Lorna Cunningham	N/A	N/A	No

The SPPA have, again issued a questionnaire and collated responses for the Board on knowledge and understanding to inform that ongoing training programme. Highlights of the survey are shown in 9.5 below.

7. Work of the Board

The Board would like to express its thanks to SPPA staff in supporting the Board and delivery of the scheme itself.

The Board continued to oversee SPPA’s operation of the scheme and note the following:

- Continued regular reporting to the Board on performance projects and governance. The new reporting style has been well received and the information is now largely Police Pension scheme specific.
- SPPA proposed transitioning the performance improvement plan (PIP) to align to SPPA’s corporate delivery plan, thereby embedding continuous improvement as part of SPPA’s overall corporate strategy. SPPA have also proposed the introduction of a Charter for service delivery. Both the Charter and the transition from the PIP are still under active discussion between SPA and SPPA, as the parties to the Service Level Agreement, along with the proposed associated changes by SPPA to the SLA governance framework . Meantime, the key outcomes of the PIP continues to be considered by SPPA and the Board have encouraged continued effective joint partnership working on this.
- Interest remains high on several ‘hot topics’ including the resourcing and preparedness for the introduction of the 2015 McCloud Remedy and the introduction of a new IT system.
 - For Remedy it is recognised considerable work has been undertaken but there remains much to do and a shared concern about the amount of resource and expertise, particularly in customer service, to respond to the additional demand.
 - The Board welcomes the effective incorporation of the new IT system.
- Further improvement to the police specific risk register.

- Continued work on assessing the SPPA against The Pension Regulator Code of Practice making changes to policy and practice where necessary.

The Board welcomes the continued invitation to meetings for the Chairs and Vice Chairs of all Pension Boards with the CEO to discuss progress on Board related matters.

8. Looking forward

The Board will continue to provide oversight of SPPA’s operation of the scheme in respect of the provision of service, regulatory and legislative compliance.

It is recognised that the McCloud Remedy work is very much ongoing and will continue to command attention. The Board has requested regular updates from the Joint Remedy Working Group, set up with representation from the employer and Staff Associations to support SPPA, to report progress and any issues to the Police Pension Board.

The new IT system gives an opportunity to digitise operations leading to efficiencies and the Board is looking forward to a role in identifying and communication of such developments. There are further demands anticipated on IT resource, such as the work to comply with the industry-wide initiative of a Pension Dashboard.

The Board has indicated a greater awareness of future topics that may impact on scheme administration would be useful to include in the Board agenda. Coordination of information with the SPPA’s Strategic Advisory Board is underway.

At a time of financial constraint and high and growing demand, it is anticipated Board will play a part in agree prioritisation and the resulting communication.

9. Additional information

9.1 Scheme membership at 31 March 2024

Active members	Deferred members	Pensioner members	Widows/ Dependants	Total
15056	3916	16943	2908	38823

9.2 Payments made

During 2023-24, SPPA processed payments for Police members amounting to:

2023-24 payments	Pensions	Lump sums
Member retirement awards	£365 million	£82 million
Ill health awards	£61 million	£12 million
Survivors	£42 million	£0.8 million

9.3 Pension Board costs

The Board has incurred fees and expenses amounting to £1962 over the course of the year.

9.4 Highlights of the Pension Board Knowledge and Understanding Survey

Top areas for webinars:	<ul style="list-style-type: none">• The Pensions Regulator• Risk
Lowest scoring areas of knowledge:	<ul style="list-style-type: none">• Independent Dispute Resolution Procedure (IDRP)• Procurement• Business continuity• Audits undertaken by Scottish Government Internal Audit• Any assurance mapping documents produced by SPPA

9.5 Highlights of the Pension Board Effectiveness Review

Participation (%)	100
Key feedback	<ul style="list-style-type: none"> • Lack of meaningful updates and follow through on actions from SPPA • Engagement between Board members outside of meetings is low • Board diversity is an area for improvement • 33% of members agree they have access to the information, tools and resources they need to proactively engage at meetings • 83% of members agree hybrid board meetings are effective
Priorities	<ul style="list-style-type: none"> • Understanding what information is meaningful to Boards and providing useful updates • Increasing the rate of follow through with Board actions • Raising engagement outside of meetings • Increasing Board diversity • Understanding how to support members so they feel equipped to proactively engage at meetings
Actions	<ul style="list-style-type: none"> • SPPA to work with Boards to understand what information or data is useful in updates • SPPA to provide feedback on actions in between meetings where possible • Boards to discuss engagement and how to increase this outside of meetings • SPPA to work with nominating bodies on diversity • SPPA to work with the Board to understand how to improve access to information, tools and resources