



Scottish Public
Pensions Agency
Buidheann Peinnseanan
Poblach na h-Alba

Scottish Police Pension Board

2024-25 Annual Report

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This report was approved by the Scottish Police Pension Board at the meeting on 17 September 2025.

1. Introduction

This report covers the main work of the Scottish Police Pension Board (the “Pension Board”) from 1 April 2024 to 31 March 2025.

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 practise of having a mixture of virtual and face-to-face meetings continued this year with two meeting, held in June 2024 and March 2025, being face-to-face with most Board members attending in person at Tweedbank. Others attended those meeting via Teams.

There were two meetings of just representative Board members which, again, allowed a wider discussion than at the Board meetings.

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

As we reported last year the Chief Executive Officer (CEO) David Robb announced his intention to retire and so it was in May 2024 that the Board welcomed Dr Stephen Pathirana as the new CEO of the SPPA. Dr Pathirana took the opportunity to review how the SPPA worked with all the Boards. As a result, he proposed a change. Instead of having four Board meetings a year, there would be two Board meetings and two 'engagement' sessions. This latter category would be training or a 'deep dive' on a scheme related topic and a networking event with the SPPA's Management Advisory Board (MAB).

It is fair to say these proposals were met with some disquiet and the March Board meeting summarised the concerns as including:

- Expressing concern around the move from four Boards meetings per year to two, and if the two additional events specifically cover Police pension matters
- Noting anxiety around the role/function of the Police Board moving forward, specifically on the point around 'assisting the scheme manager' and what this entailed
- The purpose/aim of Board meetings going forward, with Board members keen to ensure they did not become passive and merely a means of passing information on to scheme members; Board members were keen to understand what value they would be adding to the agency
- If the Board was restricted to legal/regulatory issues as opposed to providing input on key projects; it was noted that this would make communication to scheme members difficult without access to appropriate information
- Uncomfortableness from staff associations in having fewer Police Pension Board meetings per year, with a concern this would provide SPPA with less scrutiny and assistance
- The difficulties in explaining the governance changes to scheme members at a time when relations were already strained due to delays with Remedy

The SPPA did reassure the Board that:

- that key projects would still be reported to the Board as they were currently, particularly anything related to the Police Pension scheme
- additional ad-hoc meetings around specific topics would take place, if necessary, with this considered a more efficient way of addressing key issues as opposed to a standard Board meeting

The Board remains 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, again, very grateful to individual members of the Board who have worked closely with SPPA over the year. The combined approach to

communication has, again, been particularly well received, with Board members taking key SPPA information back to their constituencies.

Change in staff and their roles, is a regular feature of the modern-day workplace and has been experienced again in the period of the report, and I believe the Board still 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 2024-25 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 Robertson	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 2024-25 scheme year the Pension Board met on three occasions.

Name	5 June 2024	3 Sept 2024	5 March 2025
Shirley Rogers	Yes	Yes	Yes
Steven Whalley	Yes	Yes	Yes

Andrew Barker	Yes	Yes	Yes
Darren Paterson	Yes	Yes	Yes
Sharon Dalli	Yes	Yes	Yes
David Christie	Yes	Yes	Yes
Brian Jones	Yes	Yes	Yes
Lorna Robertson	Yes	Yes	Yes

6. Board training and development

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

Training 2024-2025	Board Pack Workshop	Cybersecurity and Data Protection Webinar 23 Oct 24
Shirley Rogers	Yes	Yes
Steven Whalley	No	Yes
Andrew Barker	No	Yes
Darren Paterson	Yes	Yes
Sharon Dalli	Yes	No
David Christie	Yes	No
Brain Jones	Yes	No
Lorna Cunningham	No	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 9.3 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
- Interest remains high on several 'hot topics' including the resourcing and delivery of information to members in relation to the 2015 McCloud Remedy. It is recognised this is challenging and has given rise to concern along with a perception of poor customer service in some business-as-usual performance. The new weekly update report

is an effective mean of monitoring developments and aids effective communication

- 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.

Given the changes outlined earlier in the report, the Board will strive to work collaboratively with the SPPA.

It is recognised that the McCloud Remedy work is very much ongoing and will continue to command attention.

The Board welcomed the SPPA's sharing of the aim for the SPPA to be a more mature digital function and will assist SPPA in meeting that aim.

In that regard complying with the industry-wide initiative of a Pension Dashboard has become the most pressing digital deliver after Remedy.

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

9. Additional information

9.1 Scheme membership at 31 March 2025

Active members	Deferred members	Pensioner members	Widows/ Dependants	Total
15259	4060	17270	2940	39529

Payments made

During 2024-25, SPPA processed 60 payroll runs, covering 248,000 payments which included:

2024-25 payments	Pensions	Lump sums
Member retirement awards	£366 million	£97 million
Ill health awards	£60 million	£7 million
Survivors	£42 million	£1 million

9.2 Pension Board costs

The Board has incurred fees and expenses amounting to £3708.18 over the course of the year.

9.3 Highlights of the Pension Board knowledge and understanding survey

Top areas for training:	• The Pensions Regulator • Policy • Customer Services
Lowest scoring areas of knowledge:	• Independent Dispute Resolution Procedure (IDRP) • Audits undertaken by Scottish Government Internal Audit • SPPA's Compliance against TPR's Code of Conduct • Accounting Requirements • SPPA's approach to Data Management • Approach to complaints • Governance and risk management