



Scottish Public
Pensions Agency
Buidheann Peinnseanan
Poblach na h-Alba

Scottish Firefighters' Pension Board

2025-26 Annual Report

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1. Introduction

This report covers the main work of the Scottish Firefighters' Pension Board (the "Pension Board") from 1 April 2025 to 31 March 2026.

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 – [Scottish Firefighters' Pension Board](#)

2. Report from the Independent Chair

The primary concern of the Pension Board this year has been the Remedy project. The original planned timescales and regulatory deadlines were not met and this caused significant issues for members and resultant expressions of dissatisfaction with service from the SPPA. The size and complexity of the challenge associated with the many variations in the required calculations, was not initially appreciated when expectations were set. The Board supported the SPPA in feeding back members' concerns and in communicating revised timescales, as well as in the drafting of communications. A more robust and achievable plan is now being delivered, and progress is largely on track.

There has been some good early progress on the Booth and Matthews programme. Day to day service was largely maintained at an acceptable level despite the significant demands of Remedy and other programmes.

The year also saw the launch of the Engage portal to improve member experience and the Board again is involved in supporting effective member communication.

The format of the annual programme of Board events was revised, with two Board meetings replaced by cross-SPPA networking and training seminars to provide a broader understanding for Board members. This has been generally well received. The Board also receives far more regular updates in between Board meetings.

3. Board Composition

Membership

Details of the Pension Board members during 2025-26 are shown below.

Name	Role	Nominating organisation
Andy Marchant	Chair	Independent
Simon Leroux	Member representative	Fire Brigades Union
Scott McCabe	Member representative	Fire Brigades Union
Angus Sproul	Member representative	Fire Brigades Union

Nicola Hector	Employer representative	Scottish Fire and Rescue Service
Sarah O'Donnell	Employer representative	Scottish Fire and Rescue Service
Kenneth Barbour	Employer representative	Scottish Fire and Rescue Service

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

Board meetings

During the 2025-26 scheme year the Pension Board met on four occasions.

Name	Governance Seminar 15 May 2025	Board Meeting 18 Sept 2025	Training Event 20 Nov 2025	Board Meeting 09 Mar 2026
Andy Marchant	✓	✓	✓	✓
Simon Leroux	✓	X	✓	✓
Scott McCabe	Apologies given	✓	Apologies given	✓
Angus Sproul	✓	✓	✓	✓
Nicola Hector	Apologies given	✓	✓	Apologies given
Sarah O'Donnell (joined Sept 25)	N/A	✓	✓	✓
Kenneth Barbour	✓	Apologies given	✓	Apologies given

4. Pension Board costs

The Board has incurred fees and expenses amounting to £1,920.00 over the course of the year.

5. Self-Effectiveness Assessment

Members of the Pension Board participated in an annual self-assessment exercise, which helps offer insight into Board members' perspectives on their roles and the overall operation and effectiveness of the Board.

The Pension Board's feedback indicates a well-functioning and effective Board with strong governance, constructive working relationships and positive engagement with SPPA. Opportunities for improvement focus primarily on increasing engagement between meetings, continuing to embed the annual 1:1 process, enhancing awareness of Board diversity, and maintaining an appropriate balance between hybrid and in-person engagement.