

# ROYAL BERKSHIRE FIRE AUTHORITY



<b>COMMITTEE</b>	<b>FIRE AUTHORITY</b>
<b>DATE OF MEETING</b>	<b>29 APRIL 2019</b>
<b>SUBJECT</b>	<b>PAYMENT TO PENSION BOARD MEMBERS</b>
<b>LEAD OFFICER</b>	<b>BECCI JEFFERIES, HEAD OF HR AND LEARNING AND DEVELOPMENT</b>
<b>LEAD MEMBER</b>	<b>N/A</b>
<b>EXEMPT INFORMATION</b>	<b>NONE</b>
<b>ACTION</b>	<b>FOR DECISION</b>

## 1. **EXECUTIVE SUMMARY**

- 1.1 This paper sets out the background to the payments made to members of the Pension Board for conducting their activities as either a scheme member or employer representative. A recommendation is included to increase the payment in line with the National Joint Council (NJC) for Local Authority Fire and Rescue Services pay awards, following a request from the Pension Board.

## 2. **RECOMMENDATION**

- 2.1 **AGREE** that the payment made to members of the Pension Board is increased by two percent in line with the NJC for Local Authority Fire and Rescue Services pay award effective from 1 July 2018; and
- 2.2 **AGREE** that the payment is increased in line with future pay awards as notified by the NJC.

## 3. **REPORT**

- 3.1 At its meeting of 23 February 2015, the Fire Authority established its Local Pension Board under the auspices of the Public Services Pension Act 2013.
- 3.2 The Board exists to assist the Fire Authority in its role as Scheme Manager for the various Firefighter pension schemes and consists of four members –two management representatives (Doug Buchanan and Lucy Greenway) and two

scheme member representatives, currently from the FBU, (Lincoln Ball and Steve Collins).

- 3.3 The Fire Authority currently makes an allowance of £100 per meeting available to each Pension Board member. The allowance is provided in recognition of the requirement for these individual to keep up to date with pension legislation and changes to the various schemes and has not increased since its introduction in 2015.
- 3.4 On 11 March 2018, the Audit and Governance Committee considered the Local Pension Board's annual report. This indicated that the Pension Board had met three times over the previous year.
- 3.5 Although not all Board members currently choose to accept the payment, the Board has made representation for the allowance be increased.
- 3.6 In line with other allowances payable in the Service (additional responsibility allowances), it is recommended that the payment made to Board members increases in line with the NJC for Local Authority Fire and Rescue Services pay award. The last pay award was for two percent effective from 1 July 2018. Implementing such an increase would raise the allowance to £102 per meeting, per Board member.
- 3.7 It is recommended that any increases are backdated to 1 July 2018 but payable when the next Board payment is due to save administration. It is further recommended that the allowance is increased in line with any NJC pay award in the future.

#### **4. FINANCIAL IMPLICATIONS**

- 4.1 There is very little effect financially of implementing the proposal outlined in this paper. There is currently an allocation of £1750 in the HR Budget to meet these payments.
- 4.2 The terms of reference for the Local Pension Board also provide for all reasonable expenses incurred by Board members to be reimbursed upon production of a valid expenses claim and for adequate resources for the Board to fulfil its role including the provision of legal advice and training. Should such expenditure be required, the Board seek approval from the HHR&LD. These payments are also taken from the budget indicated above.

## **5. ESTABLISHMENT IMPLICATIONS**

- 5.1 When the Local Pension Board was established it was proposed that the terms of reference recognised that trade union representation in RBFRS may change over time and as such, as a principle, the allocation of the member representative positions be reviewed to include any other recognised trade union. In the event, that trade union recognition exceeds two, the Board constitution may need to be increased.
- 5.2 Since the Board was established in 2015, both the Fire Officers Association (FOA) and the Fire and Rescue Services Association have been recognised by RBFRS. However, no action has yet been taken to seek scheme member representatives from these unions. To accommodate representatives from these two unions, the make-up of the Board would need to alter and numbers on each side expanded, this matter has been deferred until the new FOA representative has been clarified and discussions with both can be held.
- 5.3 Any increase in membership would have an impact on the number of payments made.

## **6. CONTRIBUTION TO STRATEGIC COMMITMENTS**

- 6.1 Commitment 5 – We will ensure that Royal Berkshire Fire and Rescue Service provides good value for money.

## **7. RISK IMPLICATIONS**

- 7.1 There are no direct risks arising from this report.

## **8. LEGAL IMPLICATIONS**

- 8.1 The provision of the Local Pension Board is a requirement of the Public Service Pension Act 2013.

## **9. EQUALITY AND DIVERSITY IMPLICATIONS**

- 9.1 There are no direct equality and diversity implications arising from this report.

## **10. CONSISTENCY WITH DUTY TO COLLABORATE**

- 10.1 Whilst there is the potential for establishing joint boards with others that share the same administration, this has not been progressed at this time due to the complexities with setting this up. Royal Berkshire and Buckinghamshire and Milton Keynes Fire and Rescue services currently share the same pension administrators and have worked, where possible, to align scheme discretions to enable the potential for this in the future.

**11. BACKGROUND PAPERS**

11.1 23 February 2015 – Paper to Fire Authority – Establishment of a Pension Board

**12. APPENDICES**

12.1 Appendix A Local Pension Board - Terms of Reference

**13. CONTACT DETAILS**

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