



## PENSIONS COMMITTEE

**Subject Heading:**

The Havering Pension Fund Pensions Administration Strategy

**SLT Lead:**

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**Policy context:**

Local Government Pension Scheme Regulations 2013.

**Financial summary:**

The strategy is in place to ensure there is no adverse financial impact on the Fund regarding the scheme employers and their obligations.

**The subject matter of this report deals with the following Council Objectives**

Communities making Havering	[x]
Places making Havering	[x]
Opportunities making Havering	[x]
Connections making Havering	[x]

**SUMMARY**

The strategy is made under Regulation 59 of the Local Government Pension Scheme Regulations 2013 which allows an administering authority to prepare a Pensions Administration Strategy (PAS) for the purpose of improving administrative processes to enable provision of a cost-effective, high quality pension administration service.

The use of a PAS is not currently mandatory although this is expected to change with the introduction of the Good Governance Guide in the future. The Pensions Regulator recommended the Fund considered implementing a strategy as part of its review of the administration and governance of the Havering Pension Fund.

**RECOMMENDATIONS**

The Committee is recommended to:

- Approve the Pensions Administration Strategy
- Agree to a full review of the strategy every 3 years or as required to reflect changes in regulations, governance or working practices

**REPORT DETAIL**

1. The LGPS Regulations 2013 (Regulation 59) enables an administering authority to prepare a Pensions Administration Strategy (PAS).
2. The Havering Pension Fund have introduced a PAS to provide clear guidelines on the responsibilities of being a part of the LGPS for scheme employers and the administering authority. An effective PAS will aid in the provision of a good quality pension administration service, clean and accurate data and an improved member experience.
3. The PAS includes a clear set of performance standards that the administering authority and scheme employers should meet and an escalation process for any unsatisfactory performance.
4. The draft PAS was circulated to all scheme employers for comment on 06/08/2021 giving a deadline for responses of 25/08/2021. 1 employer responded and commented *As we expect you appreciate, we will not accept any amendments in respect of its current contracts that increase our responsibilities, duties or liabilities beyond those that we have agreed are applicable.* The PAS aims to clarify and add timescales to an employer's existing responsibilities rather than increase responsibility so although the comment has been noted it has not impacted on the proposed strategy.
5. The draft PAS has been reviewed by the Local Pensions Board and the comments received have been incorporated into the strategy. The Administering Authority did not consider that there were any other persons appropriate to consult.
6. The PAS will be reviewed in 2024 or as required to reflect changes in regulations, governance or working practices.

**IMPLICATIONS AND RISKS**

**Financial implications and risks:**

There are no financial implications arising directly from this report.

**Legal implications and risks:**

Regulation 59 of the Local Government Pensions Schemes Regulations requires the administering authority to consult scheme employers and any other persons it considers appropriate before finalising the Pensions Administration Strategy.

Scheme Employers have been consulted and the one comment is set out at para 4 above and this must be carefully considered before the final decision is made.

**Human Resources implications and risks:**

There are no HR implications or risks arising directly that impact on the Councils workforce.

**Equalities implications and risks:**

There are no direct equality implications regarding this matter.

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants. We will ensure that disabled people with sensory impairments are able to access the strategy.