



Havering
LONDON BOROUGH

LOCAL PENSIONS BOARD

Subject Heading:

Pensions Administration Strategy
Monitoring 2024/25

SLT Lead:

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Policy context:

Local Government Pension Scheme
Regulations 2013

SUMMARY

This report provides a summary of the monitoring the Havering Pension Team will perform during 2024/25 against the Pensions administration Strategy (PAS).

The PAS has been reviewed and amended to reflect the changes to the pensions administration system and the new employer portal that is now in use.

The PAS is due to be formally reviewed and agreed at the November 2024 Pensions Committee meeting.

RECOMMENDATIONS

It is recommended that members note and provide feedback on the report.

REPORT DETAIL

1. Regulation 59 of the Local Government Pension Scheme Regulations 2013 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.
2. 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.
3. The Havering Pension Fund introduced a PAS (Attached as Appendix A) in 2021 to provide clear guidelines on the responsibilities of being a part of the LGPS for scheme employers and the administering authority. It provides a clear set of performance standards that the administering authority and scheme employers should meet and an escalation process for any unsatisfactory performance.
4. As part of our commitment to improving our member experience and maintaining good quality data we are reminding employers of their responsibilities and proposing to monitor performance against the published standards as detailed in the monitoring log spreadsheet attached as Appendix B
5. Havering Pensions Team is currently working with Hymans to review current documentation and introduce a new employer guide to help support our Scheme Employers and their payroll teams.

6. Performance against the PAS will be reported at each Local Pension Board meeting.
7. The PAS has been amended to reflect the changes to the pensions administration system and the new employer portal that is now in use and is due to be formally reviewed and agreed at the November 2024 Pensions Committee meeting

IMPLICATIONS AND RISKS

Financial implications and risks:

There are no financial implications arising directly from this report

Legal implications and risks:

There are no financial implications arising directly from this report

Human Resources implications and risks:

There are no HR implications arising directly from this report

Equalities implications and risks:

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.