



PENSION FUND

GOVERNANCE COMPLIANCE STATEMENT

Updated November 2024

LONDON BOROUGH OF HAVERING PENSION FUND GOVERNANCE COMPLIANCE STATEMENT

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1. STRUCTURE AND ROLE OF MEMBERS

The Council is the Administering Authority of the Havering Pension Fund (the Fund). The Council has delegated to the Pensions Committee various powers and duties in respect of its administration of the Fund. The Council agreed changes to its Constitution on the 25 March 2015 to establish the Havering Local Pension Board and adopt their Code of Conduct and Conflict of Interest policies.

Day to day management of the Fund is delegated to the Chief Finance Officer (s151), now known as the Strategic Director of Resources.

1.1 Role of Pensions Committee

Under the Council's Constitution the duties and terms of reference of the Pension Committee are as follows:

- To consider and agree the investment strategy and statement of investment principles for the pension fund and subsequently monitor and review performance;
- Authorise staff to invite tenders and award contracts for actuaries, advisors and fund managers and in respect of other related investment matters;
- To appoint and review the performance of advisors and investment managers for pension fund investments;
- To take decisions on those matters not to be the responsibility of the Cabinet under the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 relating to those matters concerning the Local Government Pension Scheme.

There is a code of conduct in place which includes a process that considers potential conflicts of interest, with clearly identified steps on how to report or act should a conflict occur. All members are required to declare any interests in relation to the Pension Fund or items on the agenda at the start of each meeting.

1.2 Role of Local Pension Board (the Board)

The functions of this board are as follows:

- Securing compliance with the scheme regulations and other legislation relating to the governance and administration of the scheme and any statutory pension scheme connected to it;

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- Securing compliance with requirements imposed in relation to the scheme and any connected scheme by the Pensions regulator;
- Such other matters as the scheme regulations may specify.

All members of the Board must declare to the Administering Authority on appointment and at any such time as their circumstances change, any potential conflict of interest arising as a result of their position on the Board.

In support of its core functions the Board may make a request for information to the Pensions Committee with regard to any aspect of the Administering Authority's function. Any such request should be reasonably complied with in both scope and timing.

The full version of the Board's Terms of reference can be found on the Council's website: [Local Pension Board terms of reference](#)

2. MEMBERSHIP AND REPRESENTATION

2.1 Pensions Committee

The membership of the Pensions Committee is determined by allocating seats to the group with the majority members and reflects the political balance of the Council.

At the Extraordinary Council meeting held on the 22 May 2024 the number of seats (6) and party allocations were confirmed as listed below:

Havering Residents' Group (32)	Conservative Group (2)	Labour Group (1)
Stephanie Nunn (Vice chair) James Glass Jacqueline Williams	Viddy Persaud Joshua Chapman	Mandy Anderson (Chair)

The staff trade union may appoint two representatives, entitled to attend and speak at meetings of the Pension Committee. They possess no voting powers. These representatives are however entitled to remain within the Committee, should the public be excluded on the grounds that exempt information is to be considered.

Scheduled and Admitted bodies may appoint one representative, entitled to attend the meetings of the Pensions Committee on their behalf. Voting rights were assigned to this representative at a Council meeting on the 28 March 2012.

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Representatives are shown below:

Admitted/Scheduled bodies representatives	Trade Union Observers (2)
Vacant	Derek Scott (UNISON)
	Vacant

Longevity in membership of the Committee is encouraged in order to ensure that expertise is maintained within. The Council recommends that the membership of the Pension Committee remain static for the full term of elected office in order that members are fully trained, unless exceptional circumstances require a change. Furthermore, substitute members are expected to have also been trained.

The Council's constitution 'rules of procedure' section was amended on the 28 March 2012 to include a stipulation that if a member does not undertake the required training within six months of appointment then that member shall not partake in the decision making of the Committee until their training has been completed.

2.2 Local Pension Board

The Havering Pension Board comprises of:

Three Employer representatives - shall be office holders or senior employees of employers of the Fund or have experience of representing scheme employers in a similar capacity. No officer or elected member of the Administering Authority who is responsible for the discharge of any function of the Administering Authority under the Regulations may serve as a member of the Board. Employer representatives should be able to demonstrate their capacity to attend and complete the necessary preparation for meetings and participate in training as required.

Three Scheme Member Representatives - shall either be scheme members or have capacity to represent scheme members of the Fund. No officer or elected member of the Administering Authority who is responsible for the discharge of any function may serve as a member of the Board. Scheme member representatives should be able to demonstrate their capacity to attend and complete the necessary preparation for meetings and participate in training as required.

Chair – An additional non-voting independent member was appointed to chair the Board in September 2023. However, the Pension board is entitled to meet and conduct its business even if the role of the independent member is vacant or absent from the meeting.

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Each board member appointed shall serve for a fixed four-year period which can be extended for further period (s) subject to re-nomination.

Each member of the Board will have one vote but it is expected the Board will as far as possible reach a consensus.

Representatives shown below:

Independent Chair	Employer Representative (3)	Employee Representative (3)
Jonathan Bunt	Andrew Frater Clea Holmes* Joanne Sladden	Mark Holder Yasmin Ramjohn Dionne Weekes

*Replaced Denise Broom from the meeting on 17 September 2024

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3. GUIDANCE AND MONITORING

3.1 Pensions Committee

The Pensions Committee is supported by the Strategic Director of Resources / S151 Officer and oneSource Shared Support Service.

The Director of Exchequer and Transactional Services (oneSource) has the responsibility to administer the day to day administration operations of the Council's Pension Fund.

The Strategic Director of Resources / S151 officer is responsible for providing advice in the overall management of the Pension Fund supported by expert advisors. The Accounting functions formerly managed under oneSource reverted back to Havering Council in December 2023, this has no impact on the services that support the Pensions Committee.

Members also receive briefings and advice from the Fund's investment advisor at each committee meeting.

The Pensions Committee also considers advice, as necessary, from the Fund's appointed professional actuary who also attend the meetings as and when required.

Investment Managers are invited to present at the Pensions Committee meeting on a rotational basis. Only one fund manager will attend each committee meeting to give greater focus to investment strategy development. Mandates that operate within the London Collective Investment Vehicle (LCIV) are now managed and monitored by them. However, if there are any specific matters of concern to the Committee relating to the manager's performance, arrangements will be made for additional presentations.

3.2 Local Pension Board

Officers will attend the Board meetings and provide support and advice as and when required. A budget has been allocated for the Board to fulfil its tasks and this budget includes an allocation for professional advice.

4. REIMBURSEMENT

4.1 Pensions Committee

Members expenses are reimbursed in line with the Council's constitution as laid down in part 6 'Members Allowance Scheme'.

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4.2 Local Pension Board

Board members will receive an allowance per scheduled meeting attended, at the same rate paid to co-opted members' amounts for other committees. No payment will be made for non-attendance. The Independent Chair will receive an annual allowance of £7,000 payable monthly.

Reasonable travelling expenses for training will be reimbursed.

5. TRAINING

5.1 Pensions Committee

Associated training aligned with the Pensions Committee's forward plan is submitted to the Pensions Committee for approval as part of the Business Plan. Committee Members receive in depth training on a wide range of topics. Training is given on specific investment topics prior to any key decisions being taken. This approach ensures that important decisions are taken whilst training is still fresh in Members minds.

The Fund uses the Chartered Institute of Public Finance and Accountancy (CIPFA)'s Knowledge and Skills self-assessment training questionnaire to identify and evidence the knowledge and skills of the members. In addition to the cyclical training that the Committee will have over the lifetime of their membership, training will be provided in the areas where it has been specifically requested or has been identified as required. Associated training and development is linked to the Pensions Committee meeting cyclical coverage.

The Fund has commissioned an online learning course developed by Hymans Robertson, to make it easier for members of the Pensions Committee to obtain the core knowledge required to meet the CIPFA Knowledge & Skills Framework and The Pensions Regulator (TPR) General Code of Practice requirements. This online training is deemed mandatory.

5.2 Local Pension Board

A joint training strategy has been developed and adopted by the Pensions Committee and the Board. Board members will comply with Scheme Managers training policy.

Board members will undertake a personal training needs analysis and regularly review their skills, competencies and knowledge to identify gaps or weaknesses. The Fund uses the CIPFA's Knowledge and Skills self-assessment training questionnaire for this purpose.

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Training will be provided in the areas where it has been specifically requested or has been identified as required.

The Fund has commissioned an online learning course developed by Hymans Robertson, to make it easier for members of the Board to obtain the core knowledge required to meet the CIPFA Knowledge & Skills Framework and TPR's General Code of Practice requirements. This training is deemed mandatory.

6. MEETINGS

6.1 Pensions Committee

The Pension Committee meets five times per year and occasionally holds extra meetings if required. Three Members constitute a quorum.

6.2 The Local Pension Board

The Board meets five times per year, which includes one General Annual meeting (board members only in attendance). Board members should endeavour to attend all Board meetings during the year and are required to attend at least 3 meetings each year, one of which must be the Annual meeting. Two members constitute quorum providing that there is present at least one member from both the Employer and Scheme Member Groups. In the absence of the chair, at any meeting, the members attending can appoint a deputy for that meeting. Advisors and officers do not count towards the quorum. No substitutes are permitted.

7. SCOPE

7.1 Members of the Pension Committee are encouraged to look beyond administration procedures to really understand the key risks associated with all the functions and activities of the scheme. They are expected to consider risk management and stewardship in broad terms. Key risks include:

- Risk of fraud
- Corporate risk – risk of deterioration in the strength of employer covenant
- Funding and Investment risk – inappropriate investment strategies (one example of this could be risk of a mismatch of assets and liabilities)
- Compliance of Regulatory risk – risk of failure to comply with scheme rules and legislation
- Climate Risk - risk of failure to manage climate risk impact on Investment Strategy and comply with reporting requirements

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7.2 The further practical steps undertaken to cover these risks are as follows:

- The Investment Strategy Statement includes procedures to undertake a risk management review, and ensures terms of reference of delegations cover all key responsibilities.
- The Funding Strategy Statement identifies the measures in place to control the key risks identified as financial (including investment risk), demographic, regulatory and governance.
- The Risk Register identifies the key risks that the Pension Fund may face and the measures that can and have been put in place to mitigate those risks
- The Pension Committee annually agrees a Business Plan for the year.
- The Pension Committee comply with the Whistle Blowing requirements of the Pension Act 2004. It urges anyone to inform the correct authorities of any known wrong doings.
- Climate Risk Policy and Action Plan was adopted in September 2023, objectives developed and targets agreed. The Policy will be revised on an ongoing basis and the Committee to hold in-depth discussions about progress of actions against objectives

8. ACCESS AND PUBLICATION

8.1 Pensions Committee

Details of the Pension Committee meetings are published on the Council's website, seven days prior to the meeting date, together with agendas and minutes. All members have equal access to papers. The meetings of the Pension Committee are held at the Town Hall and are generally open to the public.

An Annual Pension Fund Report and Accounts is published on the Council's web-site, reporting on the activities and investment performance of the fund. The report also includes the meetings held and details of matters considered.

8.2 Local Pension Board

Board papers, agendas and minutes are published on the Council's website. These may at the discretion of the Scheme manager be edited to exclude items on the grounds that they would either involve the likely disclosure of exempt information as specified under regulations.

The meetings of the Board are held at the Town Hall during office hours or held virtually via MS Teams or Zoom.

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9. REVIEWING AND UPDATING

As well as undertaking an annual review the Council will review the policy as and when material changes occur.

10. COMPLIANCE TABLE

A table is appended to this document and shows the extent of compliance with guidance given by the Secretary of State.

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PRINCIPLE	HAVERING POSITION
<p>A. <u>Structure</u></p> <p>a. The management of the administration of benefits and strategic management of Fund assets clearly rests with the main committee established by the appointing council.</p>	<p>Full compliance - GREEN Duties and terms of reference are laid out in the Council's constitution (Part 3) and states that management of the pension fund assets lies with the Pensions Committee. Day to day management of the administration of benefits of the Pension Fund is delegated to the oneSource Shared Services (Director of Exchequer and Transactional Services. Select link to Havering Website to read the Council's constitution: Havering constitution</p> <p>Section 1 the Governance Compliance Statement refers.</p>
<p>b. That representatives of participating LGPS employers, admitted bodies and scheme members (including pensioner and deferred members) are members of either the main or secondary committee established to underpin the work of the committee.</p>	<p>Full compliance - GREEN Admitted/Scheduled bodies may appoint one representative to attend committee meetings. The staff Trade Unions may appoint two representatives to attend and speak at meetings. The Local Pension Board includes three employer representative and three scheme member representatives. There is no secondary committee.</p> <p>Section 2 of the Governance Compliance Statement refers.</p>
<p>c. That where a secondary committee or panel has been established, the structure ensures effective communication across both levels.</p>	<p>No secondary committee or panel has been established.</p>
<p>d. That where a secondary committee or panel has been established, at least one seat on the main committee is allocated for a member from the secondary committee or panel.</p>	<p>No secondary committee or panel has been established.</p>

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PRINCIPLE	HAVERING POSITION
<p>B <u>Committee Membership and Representation</u></p> <p>a. That all key stakeholders are afforded the opportunity to be represented within the main or secondary committee structure. These include:</p> <ul style="list-style-type: none"> i) employing authorities (including non-scheme employers, e.g. admitted bodies); ii) scheme members (including deferred and pensioner scheme members), iii) where appropriate, independent professional observers, and iv) expert advisors (on an ad-hoc basis) 	<p>i) Full compliance - GREEN A position has been established for Admitted/Scheduled bodies' representative to be a member of the Pensions Committee but is currently vacant. Supplementary to the above, stakeholders are consulted for their views with regard to various policies and where applicable are directed to papers and reports held on the Council's website.</p> <p>ii) Full compliance – GREEN via trade union representation</p> <p>iii) Non-compliance - AMBER The Pension Committee have considered this and decided that it is not appropriate to appoint an independent observer on the basis that the current monitoring arrangements are sufficient for the size of the fund.</p> <p>iv) Full compliance – GREEN The Fund has appointed an Investment Advisor, an Actuary and Performance Measurers, who attend meetings as and when required.</p> <p>Sections 2 and 3 of the Governance Compliance Statement refers.</p>

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<p>C <u>Selection and role of lay members</u></p> <p>a. That committee or panel members are made fully aware of the status, role and function they are required to perform on either a main or secondary committee.</p>	<p>Full compliance - GREEN. Duties and terms of reference are laid out in the 'Council's Constitution and states that management of the pension fund lies with the Pensions Committee.</p> <p>Sections 1 and 2 of the Governance Compliance Statement refer.</p>
<p>b. That at the start of any meeting, committee members are invited to declare any financial or pecuniary interest related to specific matters on the agenda.</p>	<p>Full compliance - GREEN. Declarations of interest are a standing agenda item for the Pension Committee meetings.</p> <p>Section 1 of the Governance Compliance Statement refers.</p>
<p>D <u>Voting</u></p> <p>a. The policy of individual administering authorities on voting rights is clear and transparent, including the justification for not extending voting rights to each body or group represented on main LGPS committees.</p>	<p>Full compliance GREEN. The Governance Compliance Statement is clear about voting rights</p> <p>Section 2 of the Governance Compliance Statement refers.</p>
<p>E <u>Training/Facility time/Expenses</u></p> <p>a. That in relation to the way in which statutory and related decisions are taken by the administering authority, there is a clear policy on training, facility time and reimbursement of expenses in respect of members involved in the decision-making process.</p>	<p>Full compliance GREEN. Member's expenses and allowances are laid out in the Council's Constitution (Part 6). Local Pension Board members will receive an allowance per scheduled meeting attended, at the same rate paid</p>

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	<p>to co-opted members for other committees. No payment will be made for non-attendance. The Independent Chair will receive an annual allowance of £7,000 payable monthly.</p> <p>Reasonable travelling expenses for training will be reimbursed to Local Pension Board members.</p> <p>The Business Plan includes the policy on training. Sections 4 and 5 of the Governance Compliance Statement refer.</p>
b. That where such a policy exists, it applies equally to all members of committees, sub-committees, advisory panels or any other form of secondary forum.	<p>Full compliance GREEN As above.</p>
c. That the administering authority considers the adoption of annual training plans for committee members and maintains a log of all such training undertaken	<p>Full compliance - GREEN</p> <p>A joint training policy has been adopted by the Pensions Committee and the Local Pension Board and is included within the Annual Business Plan/Work of the Committee. The Business Plan is agreed by the Pensions Committee and all committee members and nominated substitutes are offered training.</p> <p>A training log is maintained which records attendance and training undertaken.</p> <p>Section 5 of the Governance Compliance Statement refers.</p>

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PRINCIPLE	HAVERING POSITION
F <u>Meetings (frequency/quorum)</u> a. That an administering authority's main committee or committees meet at least quarterly	Full compliance - GREEN The Pension Committee meets five times a year and occasionally holds extra meetings if and when required. Section 6 of the Governance Compliance Statement refers.
b. That an administering authority's secondary committee or panel meet at least twice a year and is synchronised with the dates when the committee sits.	No secondary committee or panel has been established.
c. That an administration authority who does not include lay members in their formal governance arrangements, provide a forum outside of those arrangements by which interests of key stakeholders can be represented.	Full compliance - GREEN. Membership on the Pensions Committee includes a representative to serve all Admitted/Scheduled bodies. Representatives also sit on the Local Pension Board. The current forums for which stakeholder's interests can be represented are: <ul style="list-style-type: none"> • Through invitation to committee meeting • Written correspondence – employers are invited for comments email as part of any proposed policy changes. • Access to the Havering website • Employer and Employee communication arrangements as laid out in the Funds Communication policy, includes opportunities for meetings.

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	PRINCIPLE	HAVERING POSITION
G	<p><u>Access</u></p> <p>a. That subject to any rules in the Council’s constitution, all members of main and secondary committees or panels have equal access to committee papers, documents and advice that falls to be considered at meetings of the main committee.</p>	<p>Full compliance GREEN</p> <p>Committee papers are sent to members at least seven days prior to the meeting and non confidential papers are published on the Council’s website.</p> <p>Section 8 of the Governance Compliance Statement refers.</p>
H	<p><u>Scope</u></p> <p>a. That administering authorities have taken steps to bring wider scheme issues within the scope of their governance arrangements</p>	<p>Full compliance - GREEN</p> <p>The Committee already considers a wider range of pension issues.</p> <p>Section 7 of the Governance Compliance Statement refers.</p>
I	<p><u>Publicity</u></p> <p>a. That administering authorities have published details of their governance arrangements in such a way that stakeholders with an interest in the way in which the scheme is governed, can express an interest in wanting to be part of those arrangements.</p>	<p>Full compliance GREEN</p> <p>Governance arrangements are published on the Council’s website and comments are invited from stakeholders.</p> <p>Section 8 of the Governance Compliance Statement refers.</p>