



**Havering**  
LONDON BOROUGH

## **PENSIONS BOARD**

**Subject Heading:**

Havering Pension Fund Communications  
Plans 2024/2025 and 2025/26

**OMT Lead:**

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Services

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**Policy context:**

Local Government Pension Scheme  
Regulations 2013

## **SUMMARY**

This report reviews the 2024/25 Communications Plan to evidence progress made since our last review (Appendix A and B).

It also provides the 2025/26 Communications Plans in accordance with the Communications Policy for the London Borough of Havering Pension Fund, in relation to the Local Government Pension Scheme (LGPS) which was agreed/published in November 2024. The Communications Policy will be reviewed again in November 2027.

The plans detail future key communications with stakeholders, the method and frequency of the communication (Appendix C and D).

There are plans for both Employers and Members

## **RECOMMENDATIONS**

Board Members to note and feedback on the report.

## **REPORT DETAIL**

1. Regulation 61 of the Local Government Pension Scheme Regulations 2013 requires an Administration Authority to prepare and publish a written statement covering communications with members and scheme employers.
2. The key objectives of the Communication Policy are to communicate in the most appropriate medium for the audience, educate the various stakeholders of the benefits of the LGPS and to improve the service our members receive.
3. There is a Plan for both Members and Employers setting out the information we intend to share on a monthly basis. The Plan is reviewed with the communications adjusted/amended if required to accommodate any time sensitive updates to scheme legislation.
4. Employer Communications is sent to targeted audiences in certain months in order to assist those Employers failing to meet expectations in a timely manner.
5. As part of the communications to prospective members, we ask Employers to distribute information to all staff detailing the benefits of being a member of the LGPS. We have also prepared and shared a factsheet on the 50/50

Section of the LGPS to raise awareness of this during these times of financial hardship and an increasing cost of living.

6. Success Measures – Members Communications

Previously we have looked at the number of Active Members with a Death Grant Nomination on file and the number of Active employees signed up to PensionPoint as an indicator of the effectiveness of our Member Communications. However, we have come to realise with the ever changing status of members records i.e. moving from active to deferred/pensioner this is not a true reflection of any progress made therefore we have worked with LPPA and will now look at New PensionPoint registrations and nominations over a period of time. You will see this on the 2025/2026 Members Communication plan.

7. Success Measures – Employer Communications

In the past few months, we closely monitored our Employer's submissions of the Monthly Data Returns and the clearing of any subsequent Queries raised in order to ensure good data for the upcoming Fund Valuation. I am pleased to report that this has proved successful and this can be measured by the continued timely submission of Monthly Data Returns and the number of resulting queries is decreasing.

**IMPLICATIONS AND RISKS**

**Financial implications and risks:**

There is a risk of breaching the Fund's statutory obligations if communications with its scheme members, member representatives, prospective members and scheme employers is not met.

Budgetary provisions are available and any communication costs are met by the Pension Fund either as a direct charge to the fund, via contract costs from the third party administrative provider or as recharge from the Council.

**Legal implications and risks:**

The relevant legal duties are set out in the body of the Report and there are no other apparent legal implications.

**Human Resources implications and risks:**

There appear to be no HR implications or risks arising directly as a result of this report.

**Equalities implications and risks:**

The policy states that requests for documents in alternative font, format and language can be accommodated.

## **Pensions Board, 4<sup>th</sup> March 2025**

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.