

## LOCAL PENSIONS BOARD

**Subject Heading:**

Pensions Administration Strategy  
Monitoring Q1 2025/26

**SLT Lead:**

James Cocks  
Assistant Director of Transactional People  
Services

**Report Author and contact details:**

Sam Kemp  
Pensions Administration Specialist  
Sam.kemp@haverling.gov.uk  
01708 434348

**Policy context:**

Local Government Pension Scheme  
Regulations 2013

## **SUMMARY**

This report provides a summary of the Quarter 1 monitoring of scheme employer and administering authority performance against the Pensions Administration Strategy (PAS).

## **RECOMMENDATIONS**

It is recommended that members note the update.

## **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 reviewed and updated the PAS (Attached as Appendix A) in 2024 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 fund officers remind employers of their responsibilities and have produced an employer responsibility guide to provide support.
5. Performance against the PAS will be reported twice yearly at Local Pension Board meetings.
6. Appendix B provides the full monitoring report for employer performance against the PAS standards for Q1 and Appendix C highlights areas where closer monitoring and support may be required.
7. You will note that generally employers are performing well in most areas and are no cause for concern, shown in green. However there are a number

of areas highlighted in amber where we are monitoring performance closely and it has been identified that an escalation to stage 1 of poor performance under the PAS may be required. Any escalations will take place during July/August if following an initial email to highlight the concern, no improvement is seen. Should the PAS escalation be required this will consist of an email to the relevant employer, advising of the area of concern and offering support to resolve the issue. Fund officers give a deadline for resolution before a stage 2 escalation would be appropriate.

8. Appendix D provides the monitoring report for administering authority performance against the PAS standards for Q1 and Appendix E highlights where a timeframe has been missed.
9. You will note one amber highlighted area where there has been a delay on the Administering Authority's side in obtaining approval for the admission of a new employer. This is due to the implementation of a new internal procedure and shouldn't be a re-current issue.

<b>IMPLICATIONS AND RISKS</b>
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**Financial implications and risks:**

There are no financial implications arising directly from this report. However the monitoring of performance against the Pensions Administration Strategy will aid in the efficient running of the pension scheme.

**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:**

An EHIA (Equality and Health Impact Assessment) has not been completed and is not required for this decision. The Council seeks to ensure equality, inclusion, and dignity for all. There are no equalities and social inclusion implications and risks associated with this decision.