

Essex Pension Fund Strategy Board	PSB 05
Date: 11 September 2019	

Officer Changes within Essex Pension Fund

Report by the Interim Director for Essex Pension Fund

Enquiries to Jody Evans on 03330 138489

1. Purpose of the Report

- 1.1 To provide the Board with an update on the Officer changes within the Essex Pension Fund (EPF).

2. Recommendation

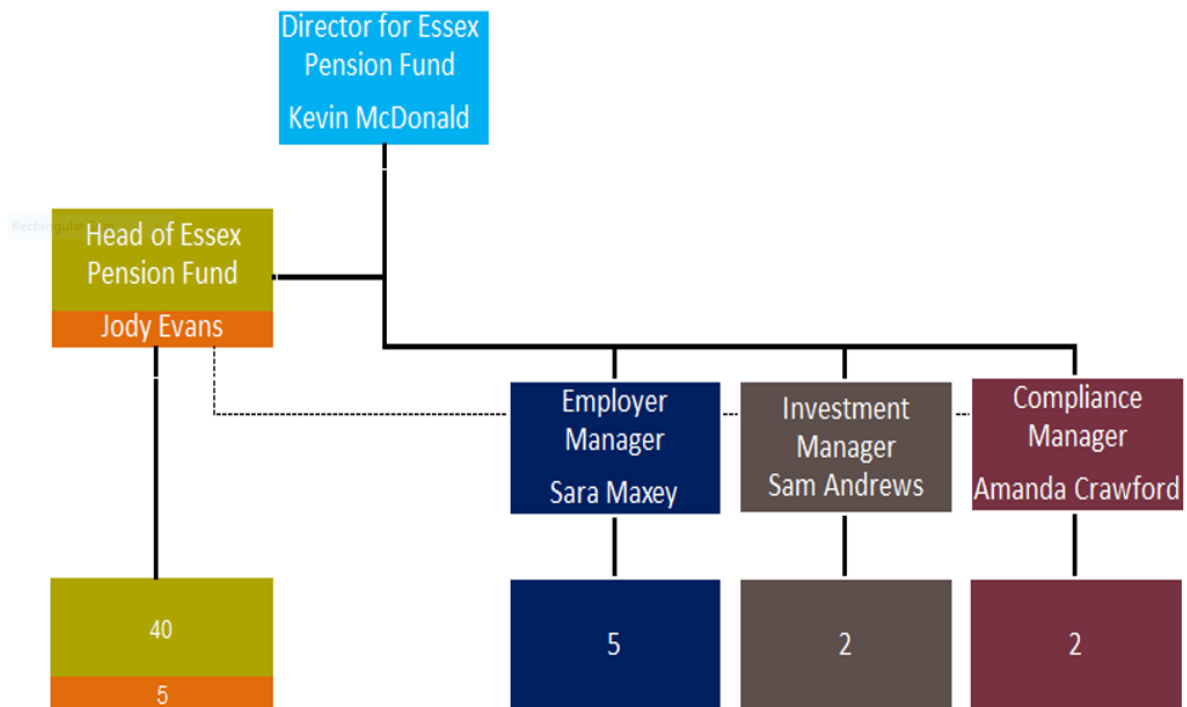
- 2.1 The Board should note the update.

3. Background

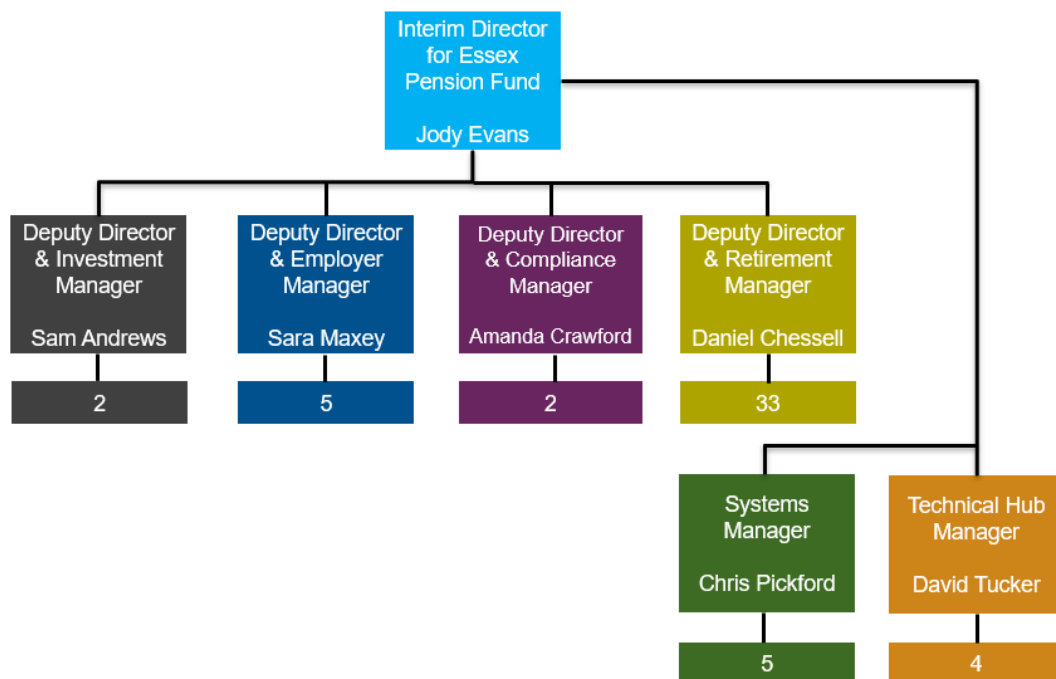
- 3.1 The Director for EPF, Kevin McDonald was offered a secondment position within the ACCESS Support Unit (ASU) and took up this role on 1 August 2019. Therefore, since that date, EPF, in consultation with Essex County Council (ECC), have put interim Management Team arrangements in place.

4. Interim arrangements explained

- 4.1 The current structure the Board are familiar with is illustrated below:



- 4.2 The interim arrangements have put Jody Evans, Head of EPF, as Director for EPF.
- 4.3 To support the Director in their new role, four members of staff have been uplifted to carry out the duties of the 'gapped' Head of EPF post and to deputise for the Director within their areas of responsibility. The interim Deputy Directors are: Samantha Andrews, Investment Manager; Sara Maxey, Employer Manager; Amanda Crawford, Compliance Manager; and Daniel Chessell, Retirement Manager.
- 4.4 The interim structure has been illustrated below:



4.6 The revised structure went live on 1 August 2019.

5. Risk Implications

5.1 Failure of Officers to maintain sufficient level of competence and/or resource to discharge their duties and inefficient retention of staff with over reliance on key officers.

6. Link to objectives

6.1 Ensure the Pension Fund is managed and its services delivered by people who have the appropriate knowledge and expertise.

7. Communication Implications

7.1 None.

8. Finance and Resource Implications

8.1 Subsumed within the budgetary arrangements for EPF.

9. Background Papers

9.1 None.