

Essex Pension Fund Strategy Board	PSB 06bii
Date: 20 March 2024	

Essex Pension Fund Advisory Board (PAB) Scheme Member Representation

Report by the Head of Fund Compliance and Governance

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This Report is for noting

Executive Summary

Report Type: Governance

This report provides the Board with the outcome of the Scheme Member representative interviews held in January 2024 by the Appointments Panel.

1. Purpose of the Report

- 1.1 To notify the Board of the successful appointment of two new Scheme Member representatives.

2. Recommendations

- 2.1 That the Board note the content of the report.

3. Background

- 3.1 The PAB is appointed by Essex County Council as its Local Pensions Board in accordance with Section 5 of the Public Service Pensions Act 2013 and Part 3 of the Local Government Pension Scheme Regulations 2013.
- 3.2 In line with the PAB's Terms of Reference (TOR), it shall consist of nine Members and be comprised of:
- i. four Employer representatives made up of one from each of the following groups of Employers in the Essex Pension Fund:
 - Essex County Council (an elected Member);
 - the District, City and Borough Councils of Essex (an elected Member);
 - Southend-on-Sea and Thurrock Unitary Authorities (an elected Member);
 - all other Employers;
 - ii. four Scheme Member representatives of which:
 - one will be nominated by the trade unions; and
 - the rest will be drawn from the total Essex Pension Fund's active, deferred and pensioner membership;
 - iii. one Independent Chairman.

4. Update on Scheme Member Representative Recruitment

- 4.1 The Board were reminded at their 20 September 2023 meeting that Debs Hurst was appointed as a Scheme Member representative on the PAB in June 2018 for an initial term of four years. At the 18 March 2022 PSB meeting, the Board agreed to extend Debs Hurst's appointment to the maximum of six years (two-year extension awarded). The Board were advised that the extended term would cease on 31 May 2024 and therefore a recruitment activity would need to take place to appoint a new Scheme Member to that role.

- 4.2 At the 20 September 2023 PSB meeting, an Appointments Panel was set up in line with the PAB's TOR which included:
- the Chairman of the PSB;
 - the Scheme Member representative from the PSB; and
 - the Director for Essex Pension Fund.
- 4.3 It was also agreed that due to the current PSB Scheme Member representative, Sandra Child, stepping down from her position on the PSB in March 2024, the recruitment activity be undertaken prior to 31 March 2024.
- 4.4 The Scheme Member representative was appointed through a clear and transparent process via advertisement through various communication media including the use of the PAB Pamphlet.
- 4.5 The Fund received a total of four applications by the required deadline of 30 November 2023. All four candidates were invited to interview however one interviewee subsequently withdrew their application. The remaining three candidates were interviewed by the Appointments Panel on 09 January 2024.
- 4.6 Following the interviews, Debs Hurst, Chelmsford College was successfully appointed to the role for a term of four years in line with the PAB's TOR. The term will commence following the end of Debs' current term (commencing 01 June 2024).
- 4.7 In addition, Fund Officers had been made aware that Lloyd Williamson had changed his Scheme Member status from 'active' to 'deferred' having ceased employment with Essex County Council. Lloyd has since decided that he will be transferring his benefits to his new LGPS Employer and therefore will no longer be able to be a Member on the PAB.
- 4.8 Therefore, the Appointments Panel saw fit to appoint Catherine Calder, Tendring District Council who was also deemed successful in the interview process carried out on 09 January 2024. The term will commence on 01 June 2024 for a term of four years in line with the PAB's TOR.

5. Link to objectives

- 5.1 Act with integrity and be accountable to our stakeholders.
- 5.2 Ensure the Pension Fund is managed, and its services delivered by people who have the appropriate knowledge and expertise.

6. Risk Implications

- 6.1 Without full membership of the PAB, the Fund are in breach of the Public Service Pensions Act 2013 and therefore are at risk of not fulfilling their duties as a critical friend to the PSB.
- 6.2 Links to Risk Register include:
 - failure of governance arrangements to match up to statutory requirements and recommended best practice leads to financial loss and reputational damage; and
 - a lack of expertise, insufficient knowledge and maintenance of the PSB, ISC and PAB arising out of high turnover and/or changes within the LGPS benefit structure, regulations and associated directives/deliverables.

7. Communication Implications

- 7.1 The vacancy for the Scheme Member representative was advertised via Employer communications, along with news items on the Essex Pension Fund website and LinkedIn with the use of the PAB Pamphlet.
- 7.2 Other than ongoing reporting to the Board, there are no further communication implications.

8. Finance and Resource Implications

- 8.1 There are none.

9. Background Papers

- 9.1 Essex Pension Fund Advisory Board (PAB) Scheme Member Representation, PSB 06b, 20 September 2023.
- 9.2 Essex County Council Constitution and the Essex Pension Fund Advisory Board Terms of Reference therein.