

<b>Essex Pension Fund Strategy Board</b>	<b>PSB 04</b>
<b>Date: 23 September 2020</b>	

## **Arrangements for Other Employing Body PSB Representative**

Report by the Compliance Manager

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### **1. Purpose of the Report**

- 1.1 To update the Board on the process undertaken and outcome of the recruitment for the PSB's Other Employing Bodies Representative.

### **2. Recommendation**

- 2.1 That the Board note the update and outcome in relation to the recruitment process for the Other Employing Bodies Representative.

### **3. Background**

- 3.1 The Board were notified at the July 2019 meeting that the incumbent Other Employing Bodies Representative would be retiring during the summer of 2019 and would not be able to carry on with their role on the PSB after the 11 September 2019 meeting.
- 3.2 Members of the Board agreed at their 11 September meeting to extend the term of the incumbent (whilst they continued to assist their Employer with ad hoc support), thus providing consistency throughout the Fund's 2019/2020 Valuation process. The incumbent agreed to continue until the March 2020 meeting of the Board.
- 3.3 The Board approved the recruitment process to be undertaken for a replacement at their 18 December 2019 meeting.

### **4. Update on recruitment activity**

- 4.1 A communication was issued to all eligible employers on 6 January 2020 inviting nominations. The Fund was simultaneously contacting all employers to consult on the Funding Strategy Statement, so approval was sought to use this as an opportunity to further advertise the vacancy.
- 4.2 It was agreed that the deadline for nominations be extended to 29 February 2020. Two nominations were received from Danny Ireland, Trading Standards Institute and Rachel Hadley, Chelmer Housing Partnership (CHP).
- 4.3 In line with the agreed revised timetable approved by the Board at their 04 March 2020 meeting, a communication was issued to all eligible employers on 11 March 2020 inviting them to vote.
- 4.4 Voting was due to close on 25 March 2020, however in view of Covid-19, the deadline was extended to 30 April 2020.
- 4.5 In addition, Officers provided the opportunity for employers to notify the Fund of any issues that had affected their ability to vote due to Covid-19 by 31 May 2020.
- 4.6 As of 01 June 2020, no issues had been reported to the Fund.

## **5. Results**

- 5.1 Thirteen votes were received, with a majority in favour of Rachel Hadley, CHP. Rachel has been appointed as the Other Employing Bodies PSB Representative effective from 02 June 2020 for a term of six years.

## **6. Link to Essex Pension Fund Objectives**

- 6.1 Fulfilling the Other Employing Body Representative vacancy on the PSB will assist in the Board in achieving the following Fund objectives:
- Ensure compliance with the Local Government Pension Scheme (LGPS) regulations, other relevant legislation and the Pensions Regulator's Codes of Practice;
  - Ensure the Pension Fund is managed, and its services delivered by people who have the appropriate knowledge and expertise; and
  - Act with integrity and be accountable to our stakeholders.

## **7. Risk Implications**

- 7.1 Failure to include a representative of Other Employing Bodies in the Board's membership could result in:
- Non-compliance with regulations caused by lack of knowledge by staff, changes in government policy/LGPS reforms and systems not kept up-to-date leading to reputational damage and financial loss;
  - 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; and
  - Failure of governance arrangements to match up to statutory requirements and recommended best practice leads to financial loss and reputational damage.

## **8. Communication Implications**

- 8.1 Other than ongoing reporting to the PSB, there are no communication implications.

## **9. Finance and Resource Implications**

- 9.1 Budgetary provision will need to be made for the payment of appropriate expenses to the Other Employing Bodies Representative.

## **10. Background Papers**

- 10.1 Arrangements for PSB Representatives, PSB 08, 04 March 2020.
- 10.2 Arrangements for Other Employing Bodies Representative, PSB 04.a, 18 December 2019.
- 10.3 Arrangements for Other Employing Bodies Representative, PSB 07, 11 September 2019.