



PENSION COMMITTEE

TUESDAY, 22 JUNE 2021

10.00 AM COUNCIL CHAMBER, COUNTY HALL, LEWES

++Please note that this meeting will be held in person++

MEMBERSHIP - Councillor Gerard Fox (Chair)
Councillors Sam Adeniji, Julia Hilton, Paul Redstone and David Tutt

AGENDA

- 1 Minutes (*Pages 3 - 10*)
- 2 Apologies for absence
- 3 Disclosure of Interests
Disclosures by all Members present of personal interests in matters on the agenda, the nature of any interest and whether the Members regard the interest as prejudicial under the terms of the Code of Conduct.
- 4 Urgent items
Notification of items which the Chair considers to be urgent and proposes to take at the appropriate part of the agenda.
- 5 Pension Board Minutes (*Pages 11 - 22*)
- 6 Investment Report (*Pages 23 - 118*)
- 7 Governance Report (*Pages 119 - 196*)
- 8 Abatement Policy Review (*Pages 197 - 200*)
- 9 Pensions Administration report (*Pages 201 - 210*)
- 10 Internal Audit Reports and Internal Audit Strategy for the Pension Fund (ESPF) (*Pages 211 - 262*)
- 11 External Audit Plan for East Sussex Pension Fund 2020/21 (*Pages 263 - 284*)
- 12 Employer Engagement and Contributions Report (*Pages 285 - 302*)
- 13 East Sussex Pension Fund (ESPF) quarterly budget report (*Pages 303 - 308*)
- 14 Risk Register (*Pages 309 - 318*)
- 15 Work programme (*Pages 319 - 332*)
- 16 Any other non-exempt items previously notified under agenda item 4
- 17 Exclusion of the public and press
To consider excluding the public and press from the meeting for the remaining agenda

item on the grounds that if the public and press were present there would be disclosure to them of exempt information as specified in paragraph 3 of Part 1 of the Local Government Act 1972 (as amended), namely information relating to the financial or business affairs of any particular person (including the authority holding that information).

- 18 Carbon Footprint report (*Pages 333 - 430*)
- 19 Investment Report (*Pages 431 - 512*)
- 20 Pension Fund Breaches Log and Internal Dispute Resolution Procedure case report (*Pages 513 - 520*)
- 21 Employer Admissions and Cessations (*Pages 521 - 538*)
- 22 Any other exempt items previously notified under agenda item 4

PHILIP BAKER
Assistant Chief Executive
County Hall, St Anne's Crescent
LEWES BN7 1UE

14 June 2021

Contact Harvey Winder, Democratic Services Officer,
01273 481796
Email: harvey.winder@eastsussex.gov.uk

Agenda Item 1

PENSION COMMITTEE

MINUTES of a meeting of the Pension Committee held at County Hall, Lewes on 1 March 2021.

++Please note that Members attended the meeting remotely++

PRESENT Councillors Gerard Fox (Chair) Councillors Nigel Enever,
Andy Smith, David Tutt and Trevor Webb

ALSO PRESENT

Ian Gutsell, Chief Finance Officer
Sian Kunert, Head of Pensions
Russell Wood, Pensions Manager: Investment and
Accounting
Paul Punter, Head of Pensions Administration
Dave Kellond, Compliance and Local Improvement Partner
Nigel Chilcott, Audit Manager
Danny Simpson, Principal Auditor
William Bourne, Independent Adviser
Philip McCloy, Northern Trust
Anastasia Guha, UN PRI
David O'Hara, ISIO
Andrew Singh, ISIO
Martin Jenks, Senior Democratic Services Adviser
Harvey Winder, Democratic Services Officer

62 MINUTES

62.1 The Committee agreed the minutes of the previous meeting held on 30 November 2020 were agreed as a correct record.

63 APOLOGIES FOR ABSENCE

63.1 There were no apologies for absence.

64 DISCLOSURE OF INTERESTS

64.1 There were no declarations of interest.

65 URGENT ITEMS

65.1. There were no urgent items.

66 PENSION BOARD MINUTES

66.1 The Committee considered the minutes of the Pension Board meeting held on 15th February 2021.

66.2 The Committee RESOLVED to note the minutes.

67 PRI PRESENTATION

67.1 The Committee considered a presentation from Principles for Responsible Investment (PRI) on its goals to understand the investment implications of environmental, social and governance (ESG) issues and to support signatories in integrating these issues into investment and ownership decisions. The East Sussex Pension Fund (ESPF or the Fund) recently became a signatory of the PRI.

67.2 The Committee's discussion included the following key issues:

- While it was made very clear that the PRI could not give investment advice and that they cannot take a position on the merits of investment vs divestment, it was noted that from the perspective of effecting change in company behaviour, unilateral divestment achieved little.
- The Fund is being lobbied to divest from companies that operate in areas where human rights violations occur, particularly the Occupied Territories in Israel. The Fund has exposure to 4 of the 112 companies on the UN Human Rights listed companies within its passive equity mandate – two travel companies, a milling company and Motorola – and three of these four through its Smart Beta passive manager, Storebrand (excluding Motorola). None have their principal operations in the Occupied Territories. This list is not produced by PRI (which is endorsed by the UN) and it would not be possible for PRI to produce a similar global list of all the companies that its signatories hold stocks in that may have involvement in areas where human rights abuses occur, due to the complexity of the task. PRI will be doing more work in relation to human rights, however, in the future.
- It was acknowledged that there are physical limitations to engagement or divestment imposed on indirect asset owners whose market exposure is achieved through collective actively managed or passive index vehicles. Passive equity managers exercise relatively little influence over the companies they hold shares in, as they invest in a broad list of companies tracking the stock market. Storebrand, the fund's new passive-like manager however, undertakes a vetting process before purchasing each stock that involves engagement over their ESG position and the fund do not invest in companies that do not meet its standard. Three of the four companies in the UN list currently meet the standards Storebrand sets.
- The PRI representative underlined the criticality of ensuring that many companies and sectors make the energy transition, adding that this requires investors to remain heavily involved and engaged. It was also acknowledged that the different levels of challenge to companies and sectors required government policy to assist in making the economics of the transition work for them. It was discussed that the direction of travel of any company is perhaps more critical than its current absolute alignment with a particular global warming scenario at this stage. Some industries, such as steel, will find it harder than others to transition away from carbon. PRI takes the view that fund managers should pay close attention to which companies are moving towards decarbonisation, even if they have not achieved it in the short term, as there are likely to be winners and losers in the transition to a low carbon economy.
- The argument against divesting from fossil fuel companies has historically been that they provide dividend payments to the Fund, which helps ensure the Fund achieves its fiduciary duty to provide a pension to its members. The economy appears, over the last year in particular, to be beginning to move away from fossil fuel companies and in favour of tech companies. This makes aligning a fund's investments around ESG matters less

of a risk than it was 10 years ago and also means the need to encourage fossil fuel dependent companies that the Fund invests in (via fund managers) to reduce emissions begins to become part of the Fund's fiduciary duty, as those companies that fail to adapt to a low carbon economy could cease to exist. There is evidence that this is happening, for example, the PRI representative cited Shell Oil – which is making significant progress but is not yet aligned with 2° - as a good example of such company engagement with the energy transition, and where leaders in the industry may be considered by asset owners and investment managers as opportunities, because Shell has committed to being carbon neutral by 2040 as a result of shareholder pressure.

- It was suggested that effective company engagement strategies might involve a set of escalating steps. A number of possible different investor engagement approaches were discussed in this context. It was confirmed that the engagement approach taken by The Institutional Investors' Group on Climate Change (IIGCC), with whom the PRI work closely, which employs an escalating company engagement strategy, and of which ESPF is a member, is completely aligned with and to some extent more aggressive than that advocated by the PRI currently. This is because PRI operates globally and IIGCC is European focused, where action on climate change is more advanced. The two are otherwise completely aligned, for example, on the goal of limiting climate change to 1.5C. PRI recommends an escalation approach with divestment as the final step. While divestment as escalation on passive mandates is difficult or not possible these managers can still vote against a company's accounts or board of directors (as shareholders of the company) each year. Over time, this should still send a strong message as it gathers momentum and more sign up to PRI.
- Local Government Pension Scheme (LGPS) are expected to retain exposure to passive mandates, but there is increasingly limited appetite for generic index funds. The Fund has moved a large amount of its assets from generic index funds into a Smart Beta fund that take into account ESG matters in their index of stocks, although this comes with an additional cost. It is expected that new products are likely to emerge that are more competitively priced that still provide reduced carbon exposure as ESG tilted index funds begin to provide the same returns or outperform generic index funds. It was observed that increasing value is seen in Impact investment approaches as opportunities for investors. This is an approach that the Fund has embraced and in which it has invested 25% of its equity portfolio.

67.3 The Committee RESOLVED to note the presentation.

68 INVESTMENT REPORT

68.1 The Committee considered a report providing an update on the investment activities undertaken by the ESPF.

68.2 The Committee's discussion included the following key issues:

- The Committee welcomes the new investment adviser, Isio's, plans to undertake climate change scenario modelling of the Fund's assets, as it will help make it clear what the Fund's climate risks are in relation to both assets and liabilities.
- Commercial property is under huge pressure due to COVID-19, but office and industrial property is likely to recover, although high street retail property is likely to continue to struggle. The Fund's exposure to property, via Schroders, is mainly in industrial property.
- Funds with an ESG tilt have performed well due to the low oil prices and challenges to the industrial sectors from COVID-19. Nevertheless, Isio is confident the Fund is aligned

with the general direction of investment (in favour of ESG) and will benefit from early adoption of these equity funds as more money is poured into them.

- The Committee will in future consider reports on how ESG considerations are factored in to the M&G Alpha Opportunities Fund, which has exposure to fossil fuels via its holding private credit. M&G is on the IIGCC advisory group.
- The Fund now has exposure to Bitcoin via Ruffer. It was highlighted that Bitcoin mining is very carbon intensive – Isio advised that they had discussed this holding and ESG credentials with Ruffer, who believes that Bitcoin is less carbon intensive than gold mining which this holding replaced. In addition it was noted that the institutional investment in it has reduced its previous association with criminal activities.
- It has proven difficult to increase the Fund’s asset allocation in infrastructure to the stated goal of 8%. The Fund is currently at 6% having recently invested 2% in ATLAS Global Infrastructure. This could be resolved potentially by investing more in ATLAS, which was not the original plan, or waiting for other opportunities for investment in illiquid assets, however, investor demand is currently very high so it is difficult to find opportunities. Officers were asked to look into the options to bring this asset class up to the agreed allocation.
- In response to Isio’s review of the Fund’s passive market capitalisation, the Committee took the view that officers should increase equities held in active management to 62.5% and withdraw all assets held in UBS Developed and UBS Emerging markets (passive regional equities) to equity funds that favour companies more aligned to the funds responsible investment position, namely consideration of Osmosis Resource Efficiency, if this can be accessed through UBS and remain within the ACCESS pool; Longview; and a new allocation to one of the active managers in the ACCESS pool, for example, Bailie Gifford. The Active managers would also be able to retain exposure to emerging markets, which is an important element of the Fund’s strategy. The preferred mix of mandates is set out in resolution 2).
- The Committee also recognised that UBS may not be able to access Osmosis Resource Efficiency mandate cost effectively. If that is the case, officers should implement an alternative mix of mandates set out in resolution 3) by increasing assets held in Storebrand Global ESG Plus and ‘Core’ Active ACCESS pool managers. This would increase the ratio of active management to 67.5%.
- The Committee continued to discuss the UN Human Rights Council list of companies involved in business activities in the Occupied Territories. It was noted that Osmosis Resource Efficiency is a fund that screens its portfolio of stocks against companies for UN Compact violations. Storebrand also screens the companies it invests in. Local Authority Pension Fund Forum (LAPFF) has also begun correspondence with companies on the list with regards to human rights. The Committee agreed it should consider how best to approach this issue by engaging with LAPFF on a form of words that it can commit to with regards Human Rights issues.

68.3 The Committee RESOLVED to:

1) note the report and its appendices;

2) agree the following strategic equity allocation approach for the equity mandate to replace the current passive market capitalisation investment:

Storebrand Global ESG Plus	10%
Osmosis Resource Efficiency	5%
WHEB Sustainability	5%
Wellington Global Impact	5%
Longview Global Equity	10%
'Core' Active (ACCESS Pool)	5%

3). If the Chief Finance Officer believes the Osmosis mandate is not cost effective or not possible to access via the UBS passive platform, agree the following strategic equity allocation approach for the equity mandate to replace the current passive market capitalisation investment:

Storebrand Global ESG Plus	13%
WHEB Sustainability	5%
Wellington Global Impact	5%
Longview Global Equity	10%
'Core' Active (ACCESS Pool)	7%

4) delegate implementation to the Chief Finance Officer of the preferred strategic allocation for the equity mandate and the alternative strategic allocation if necessary;

5) agree not to engage in currency hedging as set out in Appendix 3;

6) request a future training session on crypto currency;

7) request a report on options for meeting the objective of having 8% of the Fund allocated in infrastructure; and

8) request a report on Local Authority Pension Fund Forum (LAPFF) recommended approach to companies with activities based in areas that infringe on human rights.

69 EAST SUSSEX PENSION FUND (ESPF) QUARTERLY BUDGET REPORT AND 2021/22 PENSION FUND BUSINESS PLAN AND BUDGET

69.1 The Committee considered a report providing an update on the ESPF quarterly budget report and seeking approval for the 2021/22 Pension Fund business plan and budget

69.2 The Committee RESOLVED to:

1) note the revised forecast 2020/21 outturn position; and

2) approve the Business Plan and Budget for 2021/22 in Appendix 1

70 COMMUNICATIONS REVIEW REPORT

70.1 The Committee considered a report on the outcomes of the Communications Review completed by the Head of Communications and Marketing on the ESPF.

70.2 The Committee's discussion included the following key issues:

- The reason for stating that the number of scheme members interested in divestment issues was low is likely based on the low level of correspondence on the matter when taken as a percentage of the 78,000 members of the Fund. The Fund has not yet formally sought the views of its membership, although careful consideration of how this is done must be given. This is because it is difficult to ask simple questions on complex matters, and the fact that the ESPF is a defined benefit scheme with Trustees who have a fiduciary duty to provide a return on investment that may prevent them from enacting the preferences of the scheme membership.
- There is a need for the Fund to communicate with both its scheme members and the press and wider public. Consideration needs to be given to how this is done, for example, whether press and public communications come via the Corporate Communications Team.

70.3 The Committee RESOLVED to:

- 1) note the report and feedback from the Pension Board;
- 2) approve the recruitment of a designated Pension Fund Communications Manager;
- 3) approve the creation of a Correspondence Policy, which includes how the Fund should correspond with both employers and scheme members and with external queries from members of the public and the press; and
- 4) Endorse the establishment of a Pension Board Communications Working Group and request that the Board allow Committee Members to attend meetings of the Working Group.

71 GOVERNANCE AND EMPLOYER ENGAGEMENT REPORT

71.1 The Committee considered a report providing an update on various governance and employer engagement work completed and changes effecting the Local Government Pension Scheme (LGPS) and ESPF.

71.2 The Committee RESOLVED to:

- 1) Endorse the Terms of Reference for the Investment Implementation Working Group (Appendix 1);
- 2) Approve the strategic objectives for Isio as Investment Consultants (Appendix 2);
- 3) Note the update on the McCloud Working Group;
- 4) Note the update on ill health insurance for employers; and
- 5) Note the update on Employer Engagement

72 PENSIONS ADMINISTRATION REPORT

72.1 The Committee considered a report providing an update on matters relating to Pensions Administration activities.

72.2 The Committee RESOLVED to:

1) Note the updates; and

2) Note the progress of management in implementing the agreed actions arising from the internal audit report (Appendix 4)

73 INTERNAL AUDIT REPORT: PENSION FUND: COMPLIANCE WITH REGULATORY REQUIREMENTS 2020/21

73.1 The Committee considered a report on the outcome of the Internal Audit Report: Pension Fund: Compliance with Regulatory Requirements 2020/21.

73.2 The Committee's discussion included the following key issues:

73.3 The Committee RESOLVED to note the report.

74 RISK REGISTER

74.1 The Committee considered a report on the ESPF's Risk Register.

74.2 The Committee RESOLVED to note the report.

75 WORK PROGRAMME

75.1 The Committee considered its work programme.

75.2 The Committee RESOLVED to agree its work programme.

76 EXCLUSION OF THE PUBLIC AND PRESS

76.1 The Committee RESOLVED to exclude the public and press from the meeting for the remaining agenda item on the grounds that if the public and press were present there would be disclosure to them of exempt information as specified in paragraph 3 of Part 1 of the Local Government Act 1972 (as amended), namely information relating to the financial or business affairs of any particular person (including the authority holding that information).

77 INVESTMENT REPORT

77.1 The Committee considered a report providing an update on the investment activities undertaken by the ESPF.

77.2 The Committee RESOLVED to agree the recommendations as set out in the report.

78 BREACHES LOG

78.1 The Committee considered an update on the ESPF Breaches Log.

78.2 The Committee RESOLVED to agree the recommendations as set out in the report.

79 EMPLOYER ADMISSIONS AND CESSATIONS

79.1 The Committee considered a report on the latest admissions and cessations of employers within the ESPF

79.2 The Committee RESOLVED to agree the recommendations as set out in the report.

The meeting ended at 2.35 pm.

Councillor Gerard Fox (Chair)

Agenda Item 5

PENSION BOARD

MINUTES of a meeting of the Pension Board held via Teams and at CC2, County Hall, Lewes on 1 June 2021.

++Please note that Members attended the meeting remotely++

PRESENT Ray Martin (Chair), Councillor Tom Druitt, Stephen Osborn, Diana Pogson, Niki Palermo and Lynda Walker

ALSO PRESENT Ian Gutsell, Chief Finance Officer
Sian Kunert, Head of Pensions
Paul Punter, Head of Pensions Administration
Russell Wood, Pensions Manager: Investment and Accounting
Michael Burton, Pensions Manager - Governance and Compliance
Tim Hillman, Pensions Manager - Employer Engagement
Dave Kellond, Compliance and Local Improvement Partner
Mariana Obetzanova, Pensions Training Coordinator
Isabel Widdowson
Nigel Chilcott, Audit Manager
Danny Simpson, Principal Auditor

Councillor Nick Bennett, Lead Member for Resources & Climate Change
Councillor Gerard Fox, Chair of the Pension Committee

1 MINUTES

1.1 The minutes of the meeting held on 15 February 2021 were agreed as a correct record.

2 APOLOGIES FOR ABSENCE

2.1 Apologies for absence were received from Councillor Chris Collier. Councillor Collier has been elected as an East Sussex County Council (ESCC) councillor and has stood down from the Pension Board.

2.2 The Chair thanked Councillor Collier on behalf of the Board for all the work he has done whilst serving on the Pension Board.

3 DISCLOSURE OF INTERESTS

3.1 There were no disclosures of interests. The Chair reminded the Board Members that they could make disclosures at any point on the agenda should the need arise.

4 URGENT ITEMS

4.1 There were none notified.

5 PENSION COMMITTEE AGENDA

5.1 The Pension Board considered a report containing the draft agenda of the Pension Committee meeting for 22 June 2021. Sian Kunert (SK), Head of Pensions, outlined that the reports on the Pension Committee agenda are the same as those being considered by the Board with the exception of the Investment report and Carbon Footprint report. The Pension Committee will also meet on 12 July 2021 and the meeting will be focussed on investment issues.

6 GOVERNANCE REPORT

6.1 SK outlined that the report covers a number of items and updates relating to the Governance of the East Sussex Pension Fund (The Fund or ESPF).

Internal Dispute Resolution Procedure (IDRP)

6.2 The report outlines a proposed change to the wording of the Internal Dispute Resolution Procedure (IDRP) to bring it in line with the wording used in the Pensions Act 1995. The Chair asked how members of the Fund access the IDRP. SK explained that the IDRP is on the website where the policy and the forms to complete can be found. A reference to the IDRP is also made in all documents and correspondence to explain how complaints can be made. The Board agreed to note the change in wording of the IDRP.

Risk Management Policy

6.3 SK outlined that this is a new policy that was developed as a consequence of the review of the risk register. The Chair noted that the new draft consolidated Code of Practice from the Pensions Regulator had followed many governance requirements of the European Union Pension directive, and will as drafted require the Fund to have a risk officer. SK responded that if this is a requirement of the Ministry of Housing, Communities and Local Government (MHCLG) statutory guidance then the Fund will act accordingly. It was clarified that the Pension Committee is the owner of the Risk Management Policy and it is on the agenda of the Pension Committee for it to approve the Policy. The Pension Board had no comments on the Risk Management Policy and agreed to note the Policy.

Regulatory Change

6.4 The Pensions Regulator (TPR) has launched a consultation on proposed changes to combine the codes of practice for private and public pension schemes into a single code. Due to the short timescales for a response the Chair has responded to the consultation on behalf of the Board. The consultation response is contained in appendix 3 of the report. It covers the introduction of new terms (such as 'Governing Body') which may be confusing, and the response recommends keeping separate codes of practice for public and private schemes.

6.5 Lynda Walker (LW) asked why the consultation was done at such speed and whether there were any significant changes. The Chair commented that TPR saw this as a consolidation of existing codes and had only held a limited consultation with the pension industry. The Chair's view is that this was a more fundamental change and hopefully TPR would reconsider. LW commented that she would bring the proposed changes to the attention of the other forums that she is involved with. The Board agreed to note the potential change in TPR expectations.

Financial Hardship Policy

6.6 At present the Fund receives requests to waive fees for financial hardship reasons in respect of requests for information the Fund does not have to provide free of charge. These mainly relate to requests for pension valuations in the case of members divorcing, and the

subsequent work involved in Pension Sharing Orders, and second in providing more than one Cash Equivalent Transfer Value for deferred members within a twelve-month period. The new policy would provide officers with a way of responding to these requests to waive fees due to financial hardship. It was clarified that the level of fees has been compared with other Local Government Pension Scheme (LGPS) pension funds.

6.7 Diana Pogson (DP) commented that there was no reference to the charges on the website or the schedule of fees charged. SK responded that the pricing schedule is provided at the point the request is made, but details can be published on the website. DP added that the requirement for 6 months bank statements is quite onerous and perhaps the policy should be amended to say up to 6 months banks statements may be required. SK responded that this could be looked at but is based on similar requirements that the Benefits Team uses when considering financial hardship. LW commented that it was good to have a Hardship Policy and supported the introduction of one. The unions also provide hardship support, and it may be helpful to signpost this service to members and their families who may be experiencing financial difficulties. The Board had no further comments and agreed to note the new approach to requests to waive fees in the case of financial hardship.

Governance and Compliance Statement.

6.8 SK outlined that the Governance and Compliance Statement has been updated and refreshed to reflect the work undertaken on governance over the last 18 months. This also links to the requirement for the Pension Board to produce an annual report which is outline elsewhere in the report. The Statement will be reviewed annually and will be updated in line with any changes recommended by the Scheme Advisory Board (SAB). It was clarified that the Governance and Compliance Statement is a public document and will be part of the of accounts and published on the web site. The Chair commented that the chart on the ACCESS pool governance arrangements needs to be revised and simplified. SK agreed to revise the chart when the statement is next reviewed. The Board agreed to note the revised Governance and Compliance Statement.

Annual Report of the Pension Board

6.9 The Board noted the need to produce an annual report and agreed that the Chair will work with officers to draft a report for agreement by the Board at the September Pension Board meeting.

McCloud Working Group

6.10 The Board discussed the McCloud Working Group update. The Working Group has met and the templates requesting data from employers are ready to be sent out. A reference to the McCloud judgement will be included in the Annual Benefits Statement (ABS). The Chair asked if there were likely to be any negative impacts on members of the Fund. SK commented that the team is not aware of any negative impacts on members. Members will be given the greater of the Final Salary or CARE benefits at retirement where this is applicable. The Pension Board noted the update.

Good Governance Project Update

6.11 The Board noted the update on the Scheme Advisory Board (SAB) Good Governance Project. The SAB published its phase 3 report in February and is now liaising with MHCLG to incorporate the changes into the statutory guidance. The Fund will review these changes once they are made to ensure that they are consistent with the governance arrangements the Fund has implemented.

Additional Voluntary Contributions (AVCs)

6.12 SK reported that there have been a number of administrative issues with the performance of the current AVC provider, Prudential, which the Fund has been addressing. The main complaints have been about poor service including long response times for telephone and other enquiries. This has been due to a change in service provider by Prudential who have assured the Pensions Team that this is being addressed. This will be raised with the Pension Committee. The Committee will also be asked to agree that officers carry out a review of the AVC scheme provider once Prudential have had time to address the current service issues. The Chair asked if the Fund has to choose from a shortlist of providers. SK responded that although there are currently three main LGPS AVC providers in the market, the market is changing, and the Fund is not constrained by the SAB in which providers it can include in any tender exercise.

The Board RESOLVED to:

- 1) Note a change in the wording of the Internal Dispute Resolution Policy
- 2) Note the new Risk Management policy
- 3) Note the potential change in The Pension Regulator (TPR) expectations
- 4) Note new approach to requests for fees to be waived due to financial hardship
- 5) Note the revised Governance and Compliance Statement
- 6) Approve the drafting of an annual report of the Pension Board to be considered at the next Pension Board meeting.
- 7) Note the update on the McCloud Working Group
- 8) Note developments on the SAB Good Governance project
- 9) Note the update on AVC's

7 ABATEMENT POLICY REPORT

7.1 SK introduced the report and outlined the background to the Abatement Policy. Such a policy can make it difficult to re-recruit previous employees. The recommendation of the report is to remove the Abatement Policy so that it no longer applies from April 2021.

7.2 The Chair commented that he agreed with the removal of this policy and asked what approach will be taken to compensate or re-imburse those who have previously had their pension abated. SK responded that pension will be corrected from April 2021 onwards, but it is very difficult to identify how many members have been affected by this policy. If there is a recommendation from the Pension Board which is agreed by the Pension Committee, the Fund can consider backdating the cessation of the policy which would then require re-imbursements or adjustments.

7.3 LW asked how many members are affected and what the rationale was behind the original policy. SK said it was difficult to establish the number of previously affected members as the administration system does not hold details and any abatements were made manually. The Chair commented that the original rationale was driven by tax legislation as it was seen to be tax beneficial if people could retire early and get a tax free lump sum and receive pension benefits and then return to work in a similar job. Most private pension schemes removed abatement in the 1980's and in the public sector from 1998.

7.4 Cllr Tom Druitt (TD) suggested implementing the change over time to deal with the back-dating issue.

7.5 Stephen Osborn (SO) commented that the number of members affected is likely to be small compared with the workload impact that backdating would entail. Therefore, he is in favour of not making the change retrospective.

7.6 SK responded that the numbers affected is likely to be relatively small and they will be difficult to identify. Taking a phased approach would allow the Team to report back on the numbers affected and the likely impact of making the change retrospective. Paul Punter (PP), Head of Pensions Administration, added that the way abatement is applied does not generally affect people coming back into employment on a lower salary (which is the majority), but only really affects those on a higher salary. Abatement, where it has been applied, is in place until the member stops working and then the onus is on affected member to notify the Fund once their employment ceases.

7.7 The Chair summarised the Board's view which is to support stopping abatement from April 2021 onwards and ask officers to report back to the Pension Board and Committee once the number of members affected is known and what the likely impact of back-dating will be.

7.8 The Board RESOLVED to:

- 1) Note the proposed amendments to the Abatement Policy; and
- 2) Request officers report back to the Pension Board and Committee once the number of affected members is known and what the impact of backdating the change in policy will mean for the Fund and its administration.

8 PENSIONS ADMINISTRATION REPORT

8.1 Paul Punter (PP), Head of Pensions Administration, introduced the report. He highlighted that the trends in performance were in line with expectations due to the implementation of the new pensions administration system (Altair). Performance against the various performance indicators in quarter 1 of the year was 92% compared with 98% in quarter 4 of last year. April's performance is expected to be around 94.5% and May's performance is expected to be closer to normal as the new system beds in. These figures are based on the old Orbis service level agreement (SLA). The new SLA and related performance indicators will be implemented in June/July which may show performance at slightly lower levels as the new performance measures will be tougher to meet.

8.2 The helpdesk now has a new SLA and activity during February and March has included training the new team and clearing backlogs. The transition to the new service has been delayed due to some technology issues regarding access to emails and the implementation of the self-service system. The three-month transition period is due to finish at the end of June. There are now more staff working on the helpdesk for the ESPF and there are rising performance targets for the helpdesk.

8.3 TD suggested that if the response time for emails was shortened it may reduce the number of telephone calls. PP acknowledged that quicker email responses would reduce chasing phone calls, as many people expect an almost immediate response. The long-term strategy is to try and deal with the most frequent member enquiries via the self-service facility. Emails are automatically acknowledged and the 'first sight' of email enquiries has been moved to the helpdesk, which it is hoped will speed up response times. It is hoped that once the system is operating as the Team would like, the number of chasing phone calls will reduce.

8.4 PP gave an update on staffing. Progress is being made and 17 staff have been transferred to the ESCC Pensions Administration Team. Three additional staff have been recruited but the Service has struggled with recruitment, which is a top priority. LW requested that PP keep her updated on the recruitment situation.

8.5 The ESPF transition to the new pensions administration system (Altair) is complete and the new system is live, as well as the self-service facility. The project will be closed at the end of June once all the system documentation regarding ongoing information technology (IT) systems support is in place.

8.6 The Guaranteed Minimum Pension (GMP) equalisation project work is coming to a conclusion, and it will soon be possible to share the outcome of the modelling work to calculate the under and over payments. This will be shared with the Working Group and the Pension Board and Committee as soon as it is available.

8.7 The Board RESOLVED to note the Pensions Administration update and thanked the Team for all their hard work.

9 INTERNAL AUDIT REPORTS AND INTERNAL AUDIT STRATEGY FOR THE PENSION FUND (ESPF)

9.1 Nigel Chilcott (NC), Audit Manager, introduced the report which provides an update on the three audits completed in the last quarter and outlines the Internal Audit Strategy and Plan for 2021/22. It was clarified that the Internal Audit and Counter Fraud Team will remain part of Orbis.

9.2 The audits completed in the last three months have all received an opinion of substantial or reasonable assurance. The report on Pension Fund Administration People, Processes and Systems audit is being finalised and is likely to receive an opinion of reasonable assurance, which is a significant improvement on the previous minimal assurance opinion a year ago.

9.3 DP commented that there appeared to be an inconsistency in the audit outcome of the Pension Fund Governance audit in comparison with the other audit which received reasonable assurance. SK explained that although there were not many findings in the audit, the main issue was with the governance manual for the ACCESS Pool. Danny Simpson (DS), Principal Auditor, added that whilst this is largely outside the Fund's control it was identified as a fundamental issue and a medium risk. Therefore, the outcome of the audit was reasonable assurance. The ACCESS Pool governance arrangements will be reviewed as part of this year's audit plan.

9.4 TD asked if the target date of 30 October 2021 (Ref 1, page 114 of the report) is realistic in resolving this issue. SK outlined that there is a project taking place, led by West Sussex County Council with the ten other Funds to address the governance manual for the ACCESS Pool. The findings of this project will be presented to the next Joint Committee meeting in July. It is hoped that on this basis October is a realistic target to resolve this issue.

9.5 DS outlined the contents of the Internal Audit Strategy and Plan for 2021/22. This was written following consultation with the Pension Board and the Pension Committee as well as key officers. There is no significant change in the approach to audits and the plan has 100 audit days allocated to it. The previous work on information governance in the plan will be replaced by audit work on application controls for the new Altair system.

9.6 The Pension Board discussed whether 100 audit days were still needed following the significant improvement in audit outcomes. DS commented that there is sufficient time allocated to carry out all the audit work and to see that the progress made is being sustained. NC added that the increase in audit days was previously agreed with the Chair of the Pension Committee in response to lower audit opinions last year, but is happy to review the amount of days in consultation with the Board and Committee.

9.7 Councillor Gerrard Fox (GF), Chair of the Pension Committee, thanked officers for all their hard work and the improvements that had been made. He would be happy to discuss the amount of audit time with the Pension Committee, but due to the amount of change and the legacy issues that have been dealt with, he would prefer to keep the amount of audit time elevated and take a cautious approach. The Chair of the Pension Board agreed that it is better to have the number of audit days in the plan and then review once the Pension Administration Team is fully resourced.

- 9.8 The Board RESOLVED to:
- 1) Note the outcome of the audits and the updates; and
 - 2) Recommend the Pension Committee approve the Internal Audit Strategy and Plan for 2021/22.

10 EXTERNAL AUDIT PLAN FOR EAST SUSSEX PENSION FUND 2020/21

10.1 SK introduced the report which is the external audit plan submitted in March by Grant Thornton, the external auditors, which outlines the work they plan to undertake as part of the audit for 2020/21. The risks are the same as previous years and the level of materiality has dropped slightly to £34.7 million due to the lower valuation of the Fund. The report is for information and noting.

10.2 The Board noted that it was disappointing not to have details of the audit fee and the fees for 2019/20 were significantly higher than previous years. Ian Gutsell (IG), Chief Finance Officer, responded that the fees are set by Public Sector Audit Appointments (PSAA) Ltd. The external audit sector is pressured to deliver to heightened levels of assurance and scrutiny, during the pandemic and in response to a number of high-profile local authority audits which have identified key financial difficulties. Fees variations are increasing and setting new fee levels is at present proving challenging. The Government has announced a £15 million grant to help local authorities cover the cost of increased audit fees.

10.3 The Board RESOLVED to note the external audit plan for the East Sussex Pension Fund for 2020/21.

11 EMPLOYER ENGAGEMENT AND CONTRIBUTIONS REPORT

11.1 SK introduced the report which gives an update on the Engagement Team's activities and the work on employer contributions. The Team has been working with the Pensions Administration Team on the Annual Benefits Statements and i-Connect projects, as well as communications. The report also contains information on the employer contributions monitoring work that has been undertaken, which has flagged up any persistent late payments. Many of the late payments are from small employers who pay by cheque.

11.2 TD asked if it was possible to encourage employers who pay by cheque to use the Bankers' Automated Clearing System (BACS) for electronic fund transfers. Tim Hillman (TH), Pensions Manager - Employer Engagement, explained that many of the smaller employers were Parish Councils who do not have the technology to be able to pay by BACS and have multiple signatories on their cheques.

11.3 It was reported that East Sussex College Group have been working extensively with the Engagement Team and are keen to start using the i-Connect system. One of the main issues has been the format of payroll references used to identify employees, who may have multiple concurrent employments. It is hoped to have the new system working for this employer shortly.

11.4 Examples of newsletters for employers, members and pensioners are included in the report, which are being reviewed by the Communications Working Group. It was clarified that at present the employer newsletter is sent out quarterly and the pensioners and active members newsletter once a year. These are the formats previously used by Orbis and will be reviewed by the Working Group along with the frequency they are issued.

11.5 The Chair invited the new members of Pension Fund staff who were present at the meeting to introduce themselves. Tim Hillman, Pensions Manager - Employer Engagement; Michael Burton, Pensions Manager - Governance and Compliance; and Mariana Obetzanova, Pensions Training Coordinator introduced themselves to the Board.

11.6 The Board RESOLVED to note the report.

12 EAST SUSSEX PENSION FUND 2020/21 BUDGET QUARTERLY REPORT

12.1 SK introduced the report. The report provides an outturn figure for the ESPF budget for 2020/21. The main changes are that the expenditure figures are slightly lower than last reported at around £6 million total costs. This is due to a slight over estimation of the Pension Administration costs. It should also be noted that investment management fees have increased, which is related to new asset managers not deducting their fees directly from returns. The report now provides a higher level of detail on costs.

12.2 The Board welcomed the report and commented that it was good to see a greater level of transparency and detail in the costs of the Fund.

12.3 The Board RESOLVED to note the 2020/21 financial outturn position for the East Sussex Pension Fund.

13 PENSION FUND RISK REGISTER

13.1 SK outlined that following the overhaul of the risk register, the Pensions Manager - Governance and Compliance has carried out a review of all the risks and has added some new risks to the register. The new risks mainly relate to the risk from scams and fraud and are shown in green on the risk register. The risk register will be updated and reviewed quarterly when it is reported to the Pension Board and Committee. It will also have a major review annually, which again will be reported to Board and Committee.

13.2 The Chair asked about the workload impact of the extra checks on pension transfers required by the Regulator (risk A5). PP responded that most of the work is already in hand and everyone in the Pensions Administration Team has done or is doing the online training, consequently the impact will be minimal.

13.3 The Board RESOLVED to note the Pension Fund Risk Register.

14 WORK PROGRAMME

14.1 SK introduced the report. The work programme includes the normal standing items and there will be reports at the September meeting on the Covenant Review; Annual Pension Board report; Communications Policy and the General Data Protection Regulation (GDPR) review. The Chair reported that he has received a request from Cllr Druitt to have a report on the representation of councils other than ESCC on the Pension Committee at the September meeting and this will be added to the work programme.

14.2 SK invited members of the Pension Board to report back on any training they had attended since the last meeting. The Chair outlined that he had attended the Pensions and Lifetime Savings Association (PLSA) training where there had been a presentation from Storebrand and Cllr Fox.

14.3 As the Covid restrictions are due to be lifted on 21 June 2021, the Board discussed the format of the future Pension Board meetings and whether to hold them in person or continue to hold them virtually via Teams. DP commented she would like to meet in person, provided there is no requirement to wear masks. TD said he would also like to meet in person, but this would depend on what restrictions are in place in September. LW agreed that it would be good to meet in person again, but some people may be anxious, and the wearing of masks is a barrier to keeping the meeting accessible to all. The Board agreed that, if allowed, it would like to hold the meeting in September in person but would keep the situation under review.

14.4 The Board RESOLVED to agree the work programme.

15 ANY OTHER NON-EXEMPT ITEMS PREVIOUSLY NOTIFIED UNDER AGENDA ITEM 4

15.1 There were none.

16 EXCLUSION OF THE PUBLIC AND PRESS

16.1 The Board REOLVED to exclude the press and public from the meeting.

17 PENSION FUND BREACHES LOG

17.1 The Board considered the Pension Fund Breaches log report.

17.2 A summary of the discussion is set out in an exempt minute.

17.3 The Committee RESOLVED to agree actions which are set out in an exempt minute.

18 EMPLOYER ADMISSIONS AND CESSATIONS REPORT

18.1 The Board considered a report providing an update on the latest admissions and cessations of employers.

18.2 The Board RESOLVED to note the report.

19 ANY OTHER EXEMPT ITEMS PREVIOUSLY NOTIFIED UNDER AGENDA ITEM 4

19.1 There were none.

The meeting ended at 12.48 pm.

Councillor Ray Martin (Chair)

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Report to: **Pension Committee**

Date: **22 June 2021**

By: **Chief Financial Officer**

Title of report: **Investment Report**

Purpose of report: **This report provides Pension Committee with an update on the investment activities undertaken by the East Sussex Pension Fund.**

RECOMMENDATION

The Pension Committee are recommended to:

- 1) note the Action Log and Investment Workplan (appendix 1);**
 - 2) note the Quarterly Investment Report from the Investment Advisor, Isio (appendix 2);**
 - 3) receive Fixed Income training (appendix 3);**
 - 4) note the Fixed Income Review of Current Holdings (appendix 4);**
 - 5) note the ACCESS Pool update;**
 - 6) note the high level carbon foot printing and energy transition scores for the East Sussex Pension Fund's managers.**
-

1. Background

1.1 Under the Local Government Pension Scheme (LGPS) Regulations, the Council is required to maintain a Pension Fund for its employees and other 'scheduled bodies' as defined in the Regulations. The Pension Committee is required to maintain an Investment Strategy Statement (ISS) to govern the Funds' investments and receives a quarterly investment monitoring report, from its investment consultant, Isio.

1.2 The ACCESS Joint Committee has been established as a result of the changes implemented in the 2016 LGPS Investment regulations to facilitate the arrangements relating to the collective investment vehicles, to allow the administering authorities to pool their respective investments. The ACCESS Joint Committee meets quarterly.

2. Action Log and Investment Workplan

2.1 Isio have provided a Workplan which will act as a reference point of all actions agreed at Pension Committee meetings. Unless otherwise stated, items in the workplan are to be considered by the Committee or a comment provided explaining why the item is not to be covered at this time. This is included as Appendix 1.

2.2 The workplan picks up actions agreed at the 1 March 2021 Committee meeting. The Investment Workplan details the areas of work that are anticipated over the next 12 months.

2.3 The main focus over the next 12 months is a review of the investment strategy which will be carried out in July 2021 and a number major projects in relation to Environmental,

Social and Governance (ESG) and climate reporting, including climate change scenario analysis modelling.

3. Quarterly Performance Report

3.1 The Quarterly Performance Report is attached as Appendix 2. Since the last quarter, the valuation of the Fund increased from £4.1bn as at 30 December 2020 to £4.2bn as at 31 March 2021 (an increase of £0.1bn). A positive absolute return of 3.0% over the quarter, outperforming its respective benchmark by 1.3%.

3.2 Over the period, both the Adams Street private equity mandate and the M&G Infrastructure mandate were the standout performers in both absolute and relative terms. The Adams Street mandate benefitting from the successful COVID 19 vaccine trials on expectations of future economic activity. The M&G infrastructure mandate benefitting from a strong material valuation uplift in one of its underlying assets as well as solid performance generally from the rest of its portfolio.

3.3 One of the main detractors to performance over the period in both absolute and relative terms was the ATLAS Global Infrastructure Fund, which suffered as a result of limited exposure to the stronger performing infrastructure sectors over the quarter.

3.4 During the quarter, we were notified of a number of the senior team within the M&G Real Estate Debt Fund leaving M&G, which includes the departure of 4 key individuals. This has resulted in Isio downgrading their rating for the fund from “meets criteria” to “partially meets criteria”. There is no recommendation to remove this holding from the portfolio at this time. A separate paper has been included within the exempt section of the Investment report to address the reasons for this change.

4. Fossil Fuel Exposure

4.1 The Fund’s fossil fuel exposure at 31 March 2021 stood at £82.2m or 1.9% (£76.4m or 1.9% as at 31 December 2020) of assets under management, Table 1 below refers. The top five contributions come from the Fund’s holding in the Ruffer Absolute Return £14.5m (17.6% of the funds exposure), M&G Corporate Bonds £13.2m (16.1%), Newton £12.8m(15.6%), Passive UBS - UK £8.9m (10.8%), and Passive UBS – North America £7.1m (8.6%). This is a function of both the Fund’s strategic allocation to these holdings and the higher fossil fuel exposure within these funds themselves.

4.2 The Fund’s fossil fuel exposure will reduce once the equity changes approved at the 1 March 2021 Committee have been fully implemented. Details on the progress for implementing those changes are reported in the exempt section of the Investment report.

Table 1 Fossil Fuel Exposure by Manager

Fund	Actual Fossil Fuel Exposure (%)	Actual Fossil Fuel Exposure (£m)	Benchmark Fossil Fuel Exposure (%)	Relative (%)	Management Style
UBS – Japan	9.5%	£2.9	9.6%	-0.1%	Passive
UBS – Europe	5.2%	£4.5	5.3%	-0.1%	Passive
UBS – UK	13.4%	£8.9	13.2%	0.1%	Passive
UBS – Pacific (ex Japan)	9.3%	£3.1	9.5%	-0.2%	Passive
UBS – North America	4.7%	£7.1	4.7%	0.0%	Passive
UBS – Emerging Markets	9.2%	£5.7	9.2%	0.0%	Passive
Longview - Global Equity	0.0%	£0.0	10.8%	-10.8%	Active
WHEB – Sustainability Fund	0.0%	£0.0	-	-	Active
ATLAS Global Infrastructure Equity Fund	0.0%	£0.0	-	-	Active
Wellington – Global Impact Fund	0.0%	£0.0	-	-	Active
Storebrand – Global ESG Plus Fund	0.0%	£0.1	-	-	Passive – Smart Beta
Harbourvest – Private Equity ¹	1.1%	£1.2	-	-	Active
Adams Street – Private Equity ¹	1.7%	£2.6	-	-	Active
Newton – Absolute Return	2.6%	£12.8	-	-	Active
Schroders – Property ²	0.0%	£0.0	-	-	Active
Pantheon – Infrastructure ²	0.0%	£0.0	-	-	Active
M&G Infrastructure ²	0.0%	£0.0	-	-	Active
M&G -Private Debt ²	0.0%	£0.0	-	-	Active
M&G -UK Financing Fund ²	0.0%	£0.0	-	-	Active
M&G -Alpha Opportunities	2.0%	£5.6	8.4%	-6.4%	Active
Ruffer -Absolute Return	2.8%	£14.5	-	-	Active
M&G -Corporate Bonds	8.4%	£13.2	9.6%	-1.3%	Active
UBS -Over 5 Year IL Gilt Fund	0.0%	£0.0	-	-	Passive
Cash	0.0%	£0.0	-	-	Passive
Total Assets	1.9%	£82.2	-	-	

Totals may not sum precisely due to rounding. All asset valuations have been provided by Northern Trust. Benchmark data where available has been provided by investment manager. 1. Data provided as at 31 December 2021. 2. Manager unable to provide fossil fuel exposure information. Source: Investment Managers, Northern Trust, Link, Isio calculations.

5. Equity Review

5.1 Since the meeting of Committee on 1 March 2021, the Fund has been exploring the preferred option for the following strategic equity allocation approach for the equity mandate to replace the current passive market capitalisation investment with the allocation set out below:

- | | | |
|----|-----------------------------|-----|
| 1. | Storebrand Global ESG Plus | 10% |
| 2. | Osmosis Resource Efficiency | 5% |
| 3. | WHEB Sustainability | 5% |
| 4. | Wellington Global Impact | 5% |
| 5. | Longview Global Equity | 10% |
| 6. | 'Core' Active (ACCESS Pool) | 5% |

5.2 A separate paper in the exempt Investment report will discuss in detail the progress made with UBS and Osmosis and identify the 'Core' Active (ACCESS Pool) which best meets the Funds requirements.

6. Fixed Income

6.1 The Committee requested a review of the current investment strategy which is due to be discussed at the 12 July 2021 meeting. Ahead of this wider review, Isio have prepared some training on fixed income as an asset class and an overview of the current portfolio for Committee. The training material (appendix 3) has been provided alongside this review (appendix 4).

6.2 A further detailed report will be presented to the September 2021 meeting. Which will focus on the Fund's cashflow requirements and provide recommendations on evolving the fixed income portfolios.

6.3 The Fund's current strategy includes a 16.5% strategic allocation (15% currently invested) to fixed income investments (i.e. a range of different bond based strategies). These include inflation linked government bonds (index linked gilts), corporate bonds, commercial real estate debt ("CRED") and diversified credit ("DCF"). DCF invests in a wide range of different bond markets at the managers' discretion.

6.4 There are some areas for consideration in relation to the mandates within the portfolio. The Committee should consider the strategic direction of the fixed income portfolio and how this could be enhanced to meet the Fund's objectives. Initial observations by Isio are summarised below:

1. There is strong strategic rationale for the Fund's allocation to index linked gilts and real estate debt within the portfolio. There is scope to seek additional yield through assets that are directly linked to inflation but higher yielding than government bonds, and scope to increase the overall allocation to illiquid credit.
2. The Fund's allocation to diversified credit plays a useful role within the portfolio, providing diversification, stability and downside protection. However, due to M&G's bias towards European markets, Isio believe there could be merit in introducing a second provider within the diversified credit space.
3. There is limited strategic rationale for the Fund's allocation to corporate bonds and the Committee should considering deploying this capital elsewhere.

M&G Alpha Opportunities Fund fossil fuel exposure

6.5 At its last meeting the Committee requested to have a better understanding of the fossil fuel exposure within the M&G Alpha Opportunities Fund. As part of the Isio review of the current strategy they have conducted a review of the current holdings within this investment. A summary of the findings is set out below:

1. Over time M&G's exposure to fossil fuels has not meaningfully changed (currently 2.0% of the manager's portfolio) and remains materially lower than the comparative benchmark. M&G build their exposure (including fossil fuel exposure) from the bottom up and appear to have sound justification for holding the fossil fuel related names from an ESG point of view.
2. There is a sustainable version of the Alpha Opportunities Fund launching in Q3 2021, with a 'Net Zero by 2050' target amongst other sustainability driven exclusions and goals. This could be an opportunity for the Fund to maintain its diversified credit exposure with M&G in a more ESG conscious manner.

6.6 Discussion on Fixed Income within the Fund will be continued as part of the Strategic Asset Allocation review at the July Committee. Where these initial findings will be put in context to the wider portfolio discussions.

7. ACCESS update

Governance

7.1 The Governance technical leads were asked to review the Governance Manual following agreement by the Section 151 Officer Group.

7.2 Following an initial review of the manual and conversations with all participating Authorities, the technical leads have identified several themes both regarding the Governance Manual itself and wider governance of the Pool.

7.3 Work has been proposed which will focus on areas of highest risk to the delivery of the ACCESS objectives and the governance, policies and procedures needed to achieve them. The key time critical tasks within the ACCESS Business Plan are: implementation of approach to alternative / non-listed assets, the development and implementation of Environmental, Social and Governance (ESG) / Responsible Investment (RI) guidance, consideration of the future arrangements for Operator Services to the ACCESS Pool and determination of future sub-funds.

7.4 Once progress has been made in relation to the above, a third party is to be engaged to carry out an audit of ACCESS governance as recommended by the Governance Working Group.

Illiquid assets

7.5 The Joint Committee agreed the proposed structures for illiquid assets at its meeting in January 2021 and have agreed that ACCESS appoints an Investment Management Consultant to support the implementation of the illiquid asset pooling structures and manager/fund/allocator procurements as required.

7.6 The illiquid assets included in the scope are:

1. Private Equity;
2. Private Debt;
3. Infrastructure (potentially including other real assets e.g. timberland); and
4. Real Estate (excluding direct property portfolios where Authorities had stated it was their intention not to pool these allocations).

7.7 The Non Listed Sub Group has been preparing the specification and evaluation scoring matrix for the implementation advisor procurement. This is being undertaken through the LGPS National Framework with the aim of presenting the winning appointment to the September Joint Committee.

7.8 This will then start a rolling program of procurements and searches lead by the Implementation Advisor to complete the agreed illiquid programme structure. Based on the need of these investments from investing authorities.

Environmental, Social and Governance/Responsible Investment (ESG/RI) guidelines

7.9 Minerva, the appointed third party advisor to assist ACCESS with creating its ESG/RI guidelines, have undertaken a survey of each Authority's current position on ESG/RI matters and their aspirations in this space.

7.10 The results from this survey has helped Minerva create a skeleton set of guidelines covering:

1. Governance - ACCESS' approach to the responsible oversight and management of the Partner Funds' investments;
2. Process - ACCESS' approach to identifying RI factors and their potential impact on investments;
3. Implementation - the approach taken to implementing the Pool's RI objectives;
4. Stewardship - ACCESS' approach to voting, engaging with investee companies and assets, securities lending policy and working collaboratively with third parties; and
5. Monitoring & Reporting – the Pool's approach to assessing ongoing effectiveness and communicating findings to Partner Funds and stakeholders.

7.11 The Officer Task & Finish Group has met with Minerva and are working with them to develop the proposed guidelines for ACCESS. Alongside this Minerva will be having 1-2-1 meetings with all of the investing authorities to discuss their response to the survey to ensure these are interpreted correctly. The final ESG/RI Guidelines are set to be presented to the September Joint Committee for approval.

Joint Committee

7.12 The Joint Committee met on 8 March 2021. The agenda has been included in Appendix 5 and public papers can be located on Kent County Council website here [Agenda for ACCESS Joint Committee on Monday, 8th March, 2021, 10.00 am \(kent.gov.uk\)](https://www.kent.gov.uk/agenda-for-access-joint-committee-on-monday-8th-march-2021-10.00-am)

Sub Fund Progress

7.13 As reported previously to the Committee, Link on behalf of ACCESS Authorities, are launching a series of sub-funds representing those mandates which met criteria set by the Joint Committee relating to scale, commitment and value for money. The table below shows the progress made:

Asset class	Tranche	T1	T2	T3	T3a	T4	T5a	T4a	T5b	T6	On hold	Total
Global equities		1	5	1	1		4	1		1		14
UK equities			2				1				1	4
EM Equities										1		1
Fixed income				1		1		1	3	1	1	8
Diversified growth						3						3
Total		1	7	2	1	4	5	2	3	3	2	30

7.14 Tranches 1 – 5a are live as ACCESS pooled funds with £20.7bn of assets within the live sub-funds. Tranche 5b has been delayed until October due to an ongoing insurance arrangement issue with Link.

7.15 One of the on hold sub-funds has progressed, M&G Alpha Opportunities, which East Sussex have an investment in. The investment into this sub-fund was agreed by the Committee at its November 2018 meeting. Due to technical issues around redemptions from the Authorised Contractual Scheme the launch of this fund was postponed until a solution to this could be made that was acceptable to all parties. Agreeable arrangements were finalised last quarter and the launch of the sub-fund has been reinstated and the current plan is for this to go live in July 2021.

8. Manager Carbon Footprint and Transition Scores

8.1 The Fund appointed Vigeo Eiris to conduct a carbon footprint measurement on its liquid investments in June 2020. The aim of these reports was to set a benchmark against which the Fund can monitor the progress of its investment decisions in relation to climate change. This also provides the Committee with information to assist them in their duties in ensuring the Fund’s managers are representing their beliefs in the investments they make.

8.2 The Fund has engaged Vigeo Eiris to run the carbon footprint measurement on its liquid investments for the second year running. As Carbon footprinting and carbon scoring is a relatively new science, there is limited consistency in the scoring between providers and can be quite subjective. The carbon footprint reports have been produced to help the Fund understand the direction that the Investment Managers are moving and where to focus engagement in discussions with the Fund Managers for the coming year.

8.3 The report looks at the Carbon Footprint of the underlying companies within each investment managers’ portfolio (based on scope 1 & 2 emissions). The score for the mandates range from Moderate, Significant, High and Intense based on the ranges in the table below. The emissions levels are based on the weighted average company carbon emissions within each Investment managers portfolio. In addition, the report looks at the energy transition of the investments, to determine how the companies are positioned to respond to a shift from a carbon based economic model to a green and sustainable one. The ranges are based on the ranges in the table below:

Carbon Footprinting

Scale	Emissions (t CO2 eq)	Categories
A	<100,000	Moderate
B	>=100,000 & <1,000,000	Significant
C	>=1,000,000 & <10,000,000	High
D	>=10,000,000	Intense

Carbon footprint is measured in equivalent tons of carbon dioxide (t CO2 eq.) emitted by issuers

Scale	Energy Transition Score	Categories
++	60-100	Advanced
+	50-59	Robust
-	30-49	Limited
--	0-29	Weak

8.4 This gives an overall portfolio score from A++ to D--. For Carbon footprint we have no D rated portfolios compared to three in 2020; one of the D rated portfolios was removed and two have dropped to C ratings. We have two B rated portfolios compared to one in 2020, which are active Longview and Wellington (new investment) mandates. The remaining managers are rated C.

8.5 On the Energy transition rating we have two portfolios graded as Robust or "+", the same as in 2020; these are the passive UBS Europe Ex UK and 1 Active M&G Corporate Bonds. All other portfolios are rated Limited or "-". The lack of movement at the rating level on the energy transition rating does not represent the improvement made by all except one manager on the underlying transition score basis. With all the managers achieving a score of above 30 with 6 scoring above 40. Not all companies will have an energy transition plan in place, with them being less likely in lower emitting sectors and industries, which the high level scoring does not identify.

8.6 Table below shows a summary of the headline scores and ratings for each mandate:

Manager	Mandate	Portfolio Rating (A to D, “++” to “- -”)	Carbon Intensity Rating (Mod; Sign; High; Int)	Movement	Energy Transition Rating (Weak; Ltd; Robust;Adv)	Energy Transition Score (/100)	Movement
WHEB	Impact	C-	High	N/A	Limited	31	N/A
Wellington	Impact	B-	Significant	N/A	Limited	38	N/A
UBS	UK Equity	C-	High	↑	Limited	47	↑
UBS	Rest of World	C-	High	↔	Limited	32	↑
UBS	North America	C-	High	↔	Limited	37	↑
UBS	Europe Ex-UK	C+	High	↔	Robust	53	↑
Storebrand	Climate Passive	C-	High	N/A	Limited	44	N/A
Ruffer	Absolute Return	C-	High	↑	Limited	44	↑
Newton	Absolute Return	C-	High	↔	Limited	44	↔
M&G	Corporate Bonds	C+	High	↔	Robust	53	↑
M&G	Absolute Return Bonds	C-	High	↔	Limited	45	↑
Atlas	Infrastructure	C-	High	N/A	Limited	41	N/A
Longview	Global Equity	B-	Significant	↔	Limited	39	↑

8.7 The individual reports for each of these managers has been included in the exempt section of the committee agenda under item 18. Vigeo Eiris will be present during the exempt item to discuss the detail of the reports.

9. Conclusion and reasons for recommendation

9.1 Investments are regularly monitored to ensure that the Fund's strategic asset allocation set out in the Fund's Investment Strategy Statement (ISS) is being complied with and to keep the Committee informed of any significant concerns with the investment managers, retained to implement the Fund's strategic asset allocation.

10.2 The Pension Committee are recommended to:

note the Action Log and Investment Workplan (appendix 1);

note the Quarterly Investment Report from the Investment Advisor, Isio (appendix 2);

receive Fixed Income training

note the Fixed Income Review of Current Holdings (appendix 4);

note the ACCESS Pool update;

note the high level carbon foot printing and energy transition scores for our managers.

IAN GUTSELL
Chief Finance Officer

Contact Officer: Sian Kunert, Head of Pensions
Tel. No. 01273 337177
Email: Sian.kunert@eastsussex.gov.uk

2021 Workplan

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East Sussex Pension Fund

June 2021

isio.

Appendix 1

2021 workplan

Q2 June Committee Meeting

- Q1 2021 monitoring report
- Schroders property fee review (to be done in house)
- Fixed income / credit training
- Fixed income allocation assessment of current position
- Active core global equity manager recommendation
- Infrastructure equity allocation recommendation
- Carbon benchmarking

Q3 Committee Meeting

- Q2 2021 monitoring report
- UN SDG strategy mapping and responsible investment reporting framework
- RI Implementation Statement
- Infrastructure equity implementation
- Fixed income allocation recommendation
- 2020 Stewardship code submission statement

Q3 July Committee Meeting

- Committee training on investment strategy
- Responsible investment impact assessment
- Strategic asset allocation review

Q4 Committee Meeting

- Q3 2021 monitoring report
- Climate change scenario analysis modelling
- Fixed income implementation

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Jun 2021

Jul 2021

Aug 2021

Sep 2021

Oct 2021

Nov 2021

Dec 2021

Thank you

David O'Hara, Partner
david.ohara@isio.com

Andrew Singh, Principal Consultant
andrew.singh@isio.com

Charles Pringle, Consultant
charles.pringle@isio.com

Ric Atalla, Assistant Consultant
ric.atalla@isio.com

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East Sussex Pension Fund

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Investment Performance
Quarter to 31 March 2021

Isio Investment Advisory

isio.



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Highlights

Executive Summary – 31 March 2021

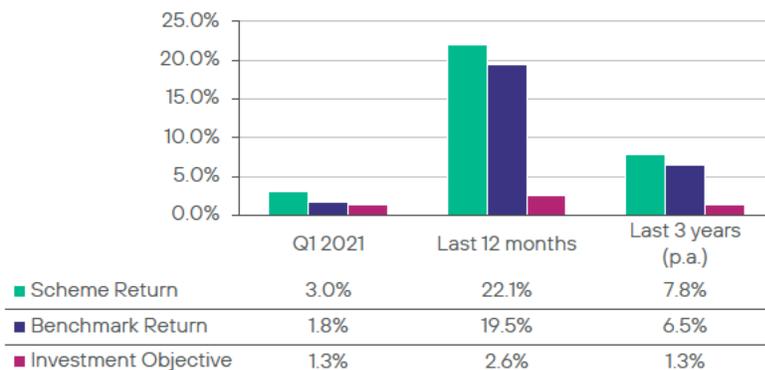
The Fund's assets delivered a positive return of 3.0% over the quarter, outperforming its respective benchmark by 1.3%.

Over the quarter the Fund's growth assets generally performed inline with market expectations.

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Access Pool	Fund	Q1 2021 Performance			Value at quarter end	
		Fund	Benchmark	Relative	31-Dec-20	31-Mar-20
Yes	UBS - UK Equity	5.2%	5.2%	-0.0%	£63.4m	£66.7m
Yes	UBS - Global Equity	3.3%	3.3%	-0.0%	£350.6m	£362.0m
Yes	Longview - Global Equity	6.6%	3.6%	+3.0%	£430.5m	£458.8m
No	WHEB - Sustainability Fund	0.6%	4.1%	-3.4%	£221.3m	£222.7m
No	Wellington - Global Impact Fund	-0.3%	4.0%	-4.2%	£223.3m	£222.8m
No	Storebrand - Global ESG Plus Fund	3.4%	4.1%	-0.7%	£439.2m	£454.5m
No	Harbourvest - Private Equity ^{1,2}	-0.8%	4.0%	-4.8%	£114.2m	£110.5m
No	Adams Street - Private Equity ^{1,2}	20.5%	4.0%	+16.5%	£129.9m	£154.5m
Yes	Newton - Absolute Return	1.2%	0.6%	+0.5%	£486.6m	£492.3m
No	Schroders - Property	1.9%	2.2%	-0.3%	£343.4m	£347.8m
No	UBS - Infrastructure ²	-0.8%	0.7%	-1.5%	£38.4m	£37.7m
No	Pantheon - Infrastructure ²	8.8%	0.7%	+8.1%	£31.0m	£38.1m
No	M&G Infrastructure ²	16.1%	0.7%	+15.4%	£28.2m	£32.7m
No	ATLAS Global Infrastructure Equity Fund	-2.2%	2.7%	-4.9%	£79.0m	£77.3m
No	M&G -Private Debt ²	2.5%	1.0%	+1.5%	£38.3m	£42.4m
No	M&G - Alpha Opportunities	1.9%	0.8%	+1.1%	£279.9m	£285.1m
Yes	Ruffer -Absolute Return	8.3%	0.6%	+7.7%	£470.9m	£510.0m
Yes	M&G -Corporate Bonds	-6.8%	-6.8%	+0.0%	£170.0m	£158.4m
Yes	UBS - Over 5 Year IL Gilt Fund	-7.0%	-7.0%	-0.0%	£138.4m	£128.8m
Total Assets		3.0%	1.8%	1.3%	£4,110m	£4,235m

Period returns – to 31 March 2021



Commentary

- The Fund's assets delivered a positive absolute return of 3.0% over the quarter, outperforming its respective benchmark by 1.3%. Over the quarter the Fund's growth assets generally performed inline with market expectations.
- Over the period, both the Adams Street private equity mandate and the M&G Infrastructure mandate were the standout performers in both absolute and relative terms. With the Adams Street mandate benefitting from the successful COVID-19 vaccine trials on expectations of future economic activity and the M&G infrastructure mandate benefitting from a strong material valuation uplift in one of its underlying assets as well as solid performance generally from the rest of its portfolio.
- One of the main detractors to performance over the period in both absolute and relative terms was the ATLAS Global Infrastructure Fund, which suffered as a result of limited exposure to the stronger performing infrastructure sectors over the quarter.

Manager Performance – 31 March 2021

The Table shows manager performance over the short medium and long-term.

The UBS Infrastructure Fund continues to materially underperform its respective benchmark across all time periods.

The ATLAS Global Infrastructure Equity Fund has underperformed over the time periods shown.

The three recently appointed ESG focused equity mandates all underperformed during Q1 2021.

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Fund	Q1 2021 Performance			1 Year Performance			3 Year Performance			Since Inception performance		
	Fund	Objective	Relative	Fund	Objective	Relative	Fund	Objective	Relative	Fund	Objective	Relative
UBS - UK Equity	5.2%	5.2%	-0.0%	26.4%	26.7%	-0.4%	3.0%	3.2%	-0.2%	0.6%	0.7%	-0.1%
UBS - Global Equity	3.3%	3.3%	-0.0%	38.8%	39.5%	-0.7%	12.3%	12.5%	-0.2%	10.7%	10.9%	-0.2%
Longview - Global Equity	6.6%	3.6%	+3.0%	35.5%	38.9%	-3.4%	-	-	-	9.0%	14.9%	-5.9%
WHEB - Sustainability Fund	0.6%	4.1%	-3.4%	-	-	-	-	-	-	1.8%	5.0%	-3.2%
Wellington - Global Impact Fund	-0.3%	4.0%	-4.2%	-	-	-	-	-	-	3.1%	4.4%	-1.2%
Storebrand - Global ESG Plus Fund	3.4%	4.1%	-0.7%	-	-	-	-	-	-	5.6%	5.4%	+0.0%
Harbourvest - Private Equity ¹	-0.8%	4.0%	-4.8%	9.3%	40.7%	-31.4%	14.8%	14.0%	+0.8%	7.5%	11.2%	-3.8%
Adams Street - Private Equity ¹	20.5%	4.0%	+16.5%	36.3%	40.7%	-4.4%	22.3%	14.0%	+8.3%	10.9%	10.6%	+0.2%
Newton - Absolute Return	1.2%	0.6%	+0.5%	18.7%	2.9%	+15.8%	-	-	-	5.4%	3.0%	+2.4%
Schroders - Property	1.9%	2.2%	-0.3%	2.7%	-2.5%	+0.2%	2.1%	2.4%	-0.3%	6.6%	8.0%	-1.3%
UBS - Infrastructure	-0.8%	0.7%	-1.5%	-20.8%	2.7%	-23.6%	-2.4%	2.8%	-5.2%	4.3%	1.5%	2.8%
Pantheon - Infrastructure ¹	8.8%	0.7%	+8.1%	0.7%	2.7%	-2.0%	-	-	-	4.2%	3.3%	+1.0%
M&G Infrastructure	16.1%	0.7%	+15.4%	9.5%	2.7%	+6.7%	-	-	-	8.0%	3.0%	+5.0%
ATLAS Global Infrastructure Equity Fund	-2.2%	2.7%	-4.9%	-	-	-	-	-	-	-2.7%	0.0%	-2.7%
M&G -Private Debt	2.5%	1.0%	+1.5%	1.3%	4.4%	-3.1%	2.5%	4.2%	-1.7%	1.1%	4.6%	-3.5%
M&G -Alpha Opportunities	1.9%	0.8%	+1.1%	19.3%	3.4%	+15.9%	4.3%	3.4%	1.0%	4.1%	1.4%	+2.7%
Ruffer -Absolute Return	8.3%	0.6%	+7.7%	25.1%	2.9%	+22.2%	-	-	-	20.1%	3.0%	+17.0%
M&G -Corporate Bonds	-6.8%	-6.8%	+0.0%	9.8%	8.2%	+1.6%	-	-	-	1.5%	-0.5%	+2.0%
UBS -Over 5 Year IL Gilt Fund	-7.0%	-7.0%	-0.0%	0.8%	2.6%	-1.8%	2.9%	3.6%	-0.6%	4.5%	5.1%	-0.6%
Total Assets	3.0%	1.8%	1.3%	22.1%	19.5%	2.6%	7.8%	6.5%	1.3%			

Looking Forward

Summary

This page sets out the main action / discussion points.

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Status key

- Action
- Decision
- Discussion
- Information only

Key issues

Item	Action points / Considerations	Status
Overall Investment Strategy	<p>Fixed Income Allocation Review</p> <ul style="list-style-type: none"> Isio is reviewing the Fund's current Fixed income portfolio and considering how it fits in with the Fund's current objectives, whether it remains appropriate in its current form and what improvement could be made to make it fit for the future. The paper will be presented at the June Committee meeting. <p>Infrastructure Allocation Review</p> <ul style="list-style-type: none"> Isio is preparing a paper on the Fund's current Infrastructure mandates and outlining a proposal to increase the Fund's current exposure to this asset class, inline with the previously agreed strategic direction of travel. We are considering how best for the Fund to deploy capital across the Infrastructure universe that will help the Fund reach its objectives and will provide advice on future commitments for the Fund in order to maintain the agreed target allocation. The paper will be presented at the June Committee meeting. <p>Equity Allocation Review</p> <ul style="list-style-type: none"> Isio are preparing a second paper in relation to reviewing the makeup of the Fund's current equity allocation. The first paper focused on overall composition and agreement to allocation to the Osmosis Resource Efficiency Fund, ESG focused smart beta mandate., to compliment existing holdings. The second paper focus on the selection of a core active equity manager from those available on the ACCESS pool. The paper will be presented at the June Committee meeting. <p>Responsible Investment Impact Assessment</p> <ul style="list-style-type: none"> Isio is preparing a paper for the July Committee meeting reviewing all of the Fund's investment managers and Funds across five keys ESG areas, Risk Management, Investment Approach/ Framework, Voting & Engagement, Reporting and Collaboration. We have now completed meetings with all of the Fund's Investment managers and we look forward to presenting the paper in July. <p>Strategy Review – Including Cashflow Assessment</p> <ul style="list-style-type: none"> Isio is in the process of producing a detailed strategy review of the Fund, assessing the overall risk/return profile of the investment strategy, the suitability of the various asset class components, as well as alternative options for the strategy asset allocation going forward. We are in the process of completing our analysis, however, we look forward to presenting it to the Committee at the July meeting. 	<p style="text-align: center;">●</p>

Looking Forward (Cont.)

Summary

This page sets out the main action / discussion points.

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Status key

-  Action
-  Decision
-  Discussion
-  Information only

Key issues

Item	Action points / Considerations	Status
Investment Managers	<p>M&G – Real Estate Debt Fund</p> <p>Over the quarter, we were notified of a number of the senior team within the M&G Real Estate Debt Fund leaving M&G, which includes the departure of 4 key individuals, John Barakat, Peter Foldvari, Jamil Farooqi and Lexie Elliott.</p> <p>We have met with M&G over the quarter to discuss these changes in detail, understand how they are responding to the changes and what the future will look like for the management of the Fund. This has resulted in us downgrading our rating for the fund from "meets criteria" to "partially meets criteria".</p> <p>We have provided a detailed due diligence note within Appendix 1.</p>	

Market Background

Market Background – Overview Q1 2021

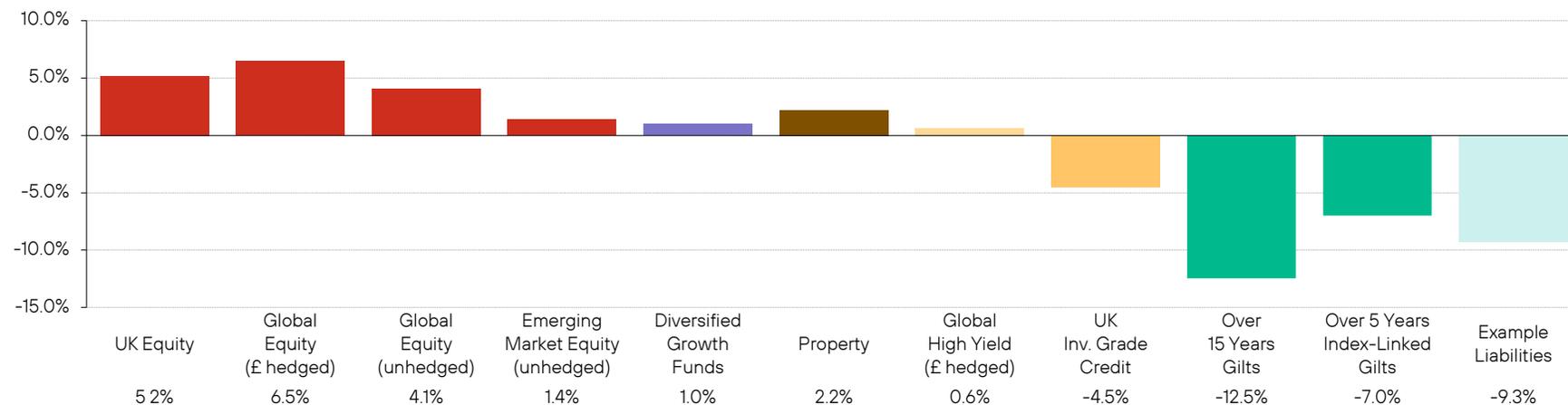
Summary

The first quarter of 2021 was dominated by rising gilt yields and a value-led equity market rally. This was driven by further US fiscal stimulus and the success of the vaccine rollout in the UK and US.

Global equity markets performed positively for a fourth consecutive quarter. Emerging Markets lagged behind the rest of the world with weak performance at the end of the quarter.

Gilt yields rose over Q1 amid the continued rollout of COVID-19 vaccinations and expectations of large US fiscal stimulus. This resulted in negative total returns for investment grade credit.

Returns by Asset Class – Q1 2020



Key upcoming events

- The dates for the Bank of England's Monetary Policy Committee (MPC) announcements in Q2 2021 are 6 May and 24 June.
- The dates for the US Federal Reserve's Federal Open Market Committee (FOMC) announcements in Q2 2021 are 28 April and 16 June.

Note: Please see Appendix 3 for details of the returns representing each asset class.
Source: Refinitiv, DGF investment managers, Isio calculations.

Commentary

- Global markets performed positively during Q1 following further US fiscal stimulus and the successful rollout of the COVID-19 vaccination programmes in the UK and US. This positive sentiment led to sharp rises in gilt yields, as investors rotated portfolios into higher risk asset classes.
- Global equities performed positively over Q1 but Emerging Markets delivered relatively weaker returns as their vaccination programme lagged developed markets. UK equities performed well over the quarter as the reduction in people being hospitalised with COVID-19 increased investor optimism for a sustainable reopening of the economy.
- Gilt yields increased markedly over the quarter as the COVID-19 vaccination rollout progressed significantly in the UK and US, who expect further fiscal stimulus measures. This led to government bonds delivering negative returns over the quarter.
- Investment grade credit returns were negative due to the sensitivity of the asset class to rising interest rates, whilst high yield credit performed positively following rising growth expectations.

Market Background – Government Bond Yields Q1 2021

Summary

These charts show yield movements at the 20-year tenor over the past year.

The "Example Liabilities" indicate how a typical scheme's past-service liabilities may have moved.

Gilt Yield Changes:

20-year Real Gilt Yield	
January	0.14%
February	0.31%
March	-0.09%
Quarter	0.37%

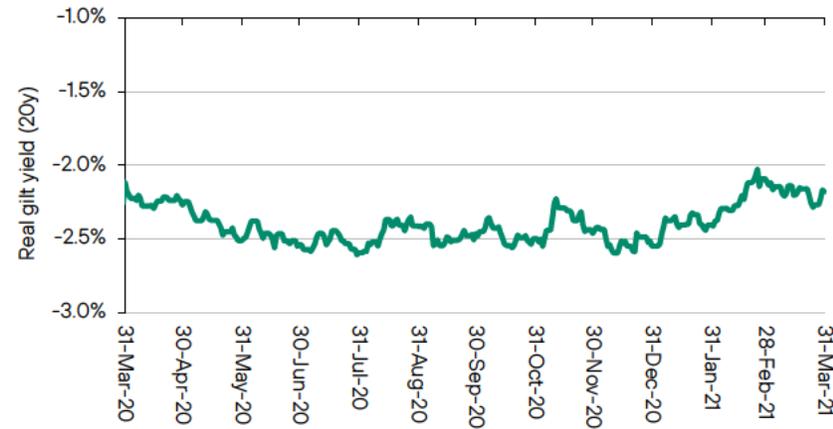
20-year Nominal Gilt Yield

January	0.16%
February	0.51%
March	0.02%
Quarter	0.69%

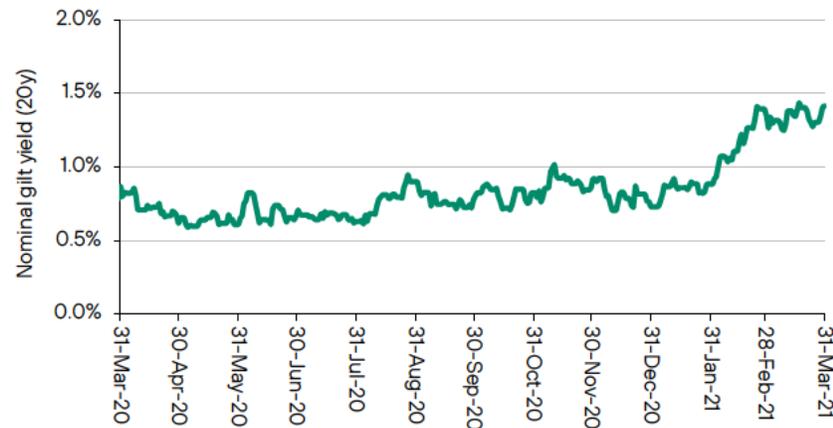
20-year Gilt-Implied Inflation

January	0.01%
February	0.19%
March	0.12%
Quarter	0.32%

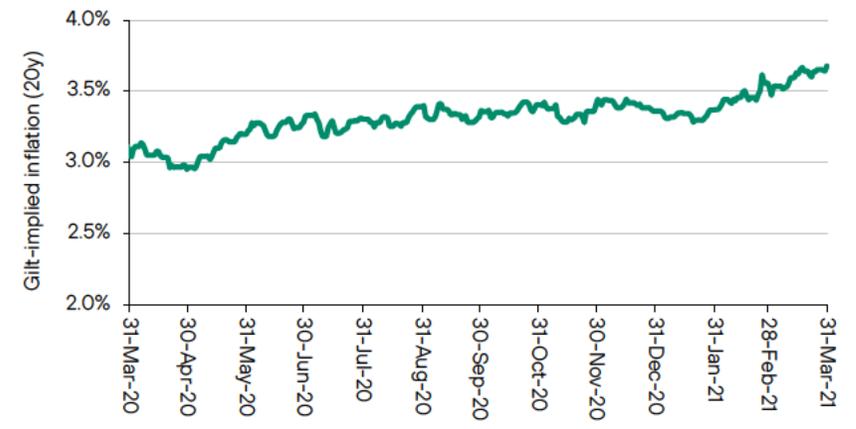
Real Gilt Yields – Last 12 months



Nominal Gilt Yields – Last 12 months



Gilt-Implied RPI Inflation – Last 12 months



Example Liabilities

- The liabilities for an example DB pension scheme decreased by c.9.3% over the quarter. This can be broken down into the following components:
 - c. 5.2% decrease, due to the rise in real yields;
 - c. 4.1% decrease, due to the rise in nominal yields; and
 - c. 0.0% due to the "unwinding" effect (also known as "interest" on the liabilities).
- The liabilities for an example DB pension scheme decreased by c.2.2% over the last 12 months.

Note: Please see Appendix 3 for details of the example liabilities. Monthly yield changes may not sum to quarterly changes, due to rounding.
Source: Bank of England, Isio calculations.

Strategy Overview

Asset Allocation – at 31 March 2021

Summary

As at March 2021 the Fund remained broadly in line with its strategic benchmark, albeit with small overweight positions in equity and cash and small underweight positions in property and infrastructure.

The fund also had a more material overweight position in Absolute Return and corresponding underweight position in credit.

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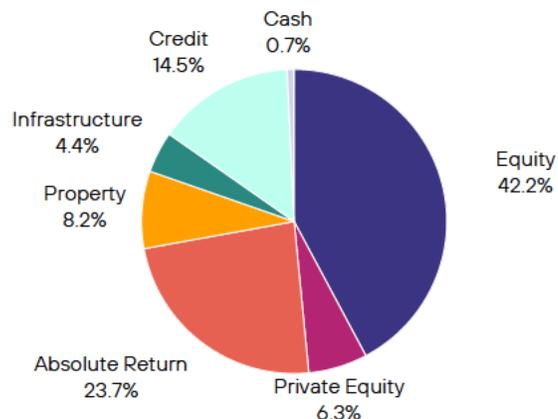
Total Assets

Start of quarter	£4,110m
End of quarter	£4,235m

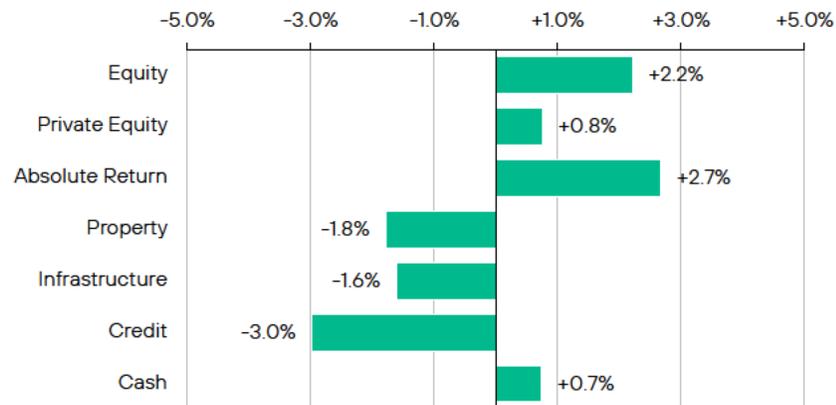
Target Allocation

Equity	40.0%
Absolute Return	20.0%
Private Equity	5.5%
Property	10.0%
Infrastructure	8.0%
Private Debt	3.0%
Diversified Credit	7.0%
Index-Linked Gilts	3.0%
Fixed Interest Bonds	3.5%

Asset Allocation – 31 March 2021

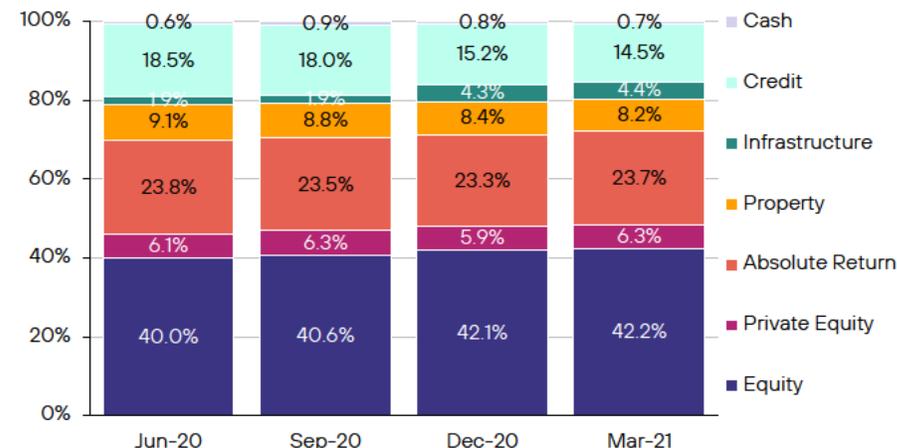


Assets Relative to Benchmark – 31 March 2021



Note: Totals may not sum due to rounding.
Source: Investment managers, Isio calculations.

Asset Allocation Changes Since 30 June 2020



Commentary

- As at March 2021 the Fund's asset allocation remained broadly in line with its strategic benchmark, with a slight overweight to equity and absolute return mandates whilst underweight positions in credit, infrastructure and property mandates.
- The biggest positive shift in relative weighting over the quarter occurred within absolute return. This was largely driven by the Ruffer Absolute Return Fund, which performed strongly over the quarter, outperforming its peers.
- Over the last 12 months the Fund's asset allocation has remained relatively stable.
- The Committee has agreed to review the credit mandate over the coming months and we suggest that this is rebalanced towards the agreed benchmark once this is complete.

Investment Managers

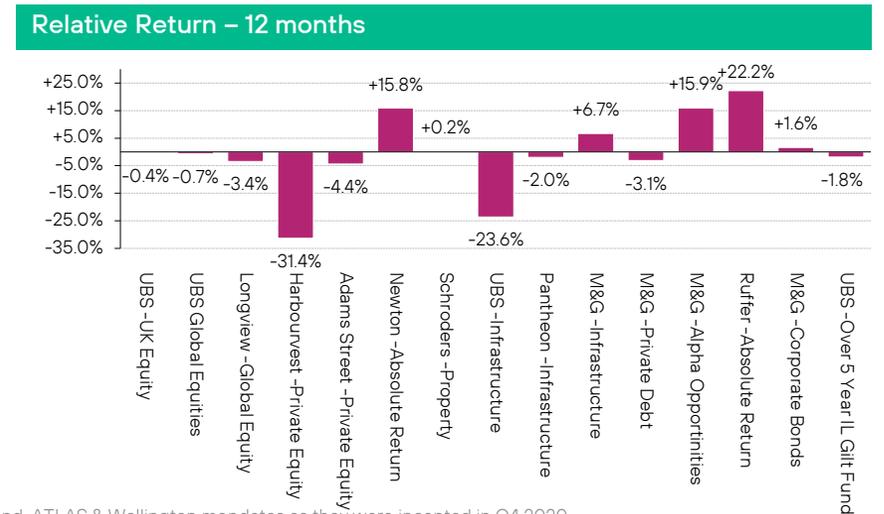
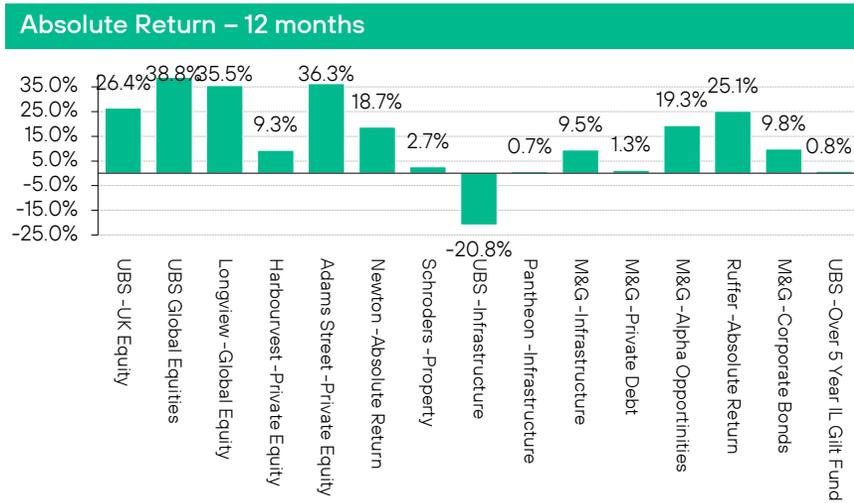
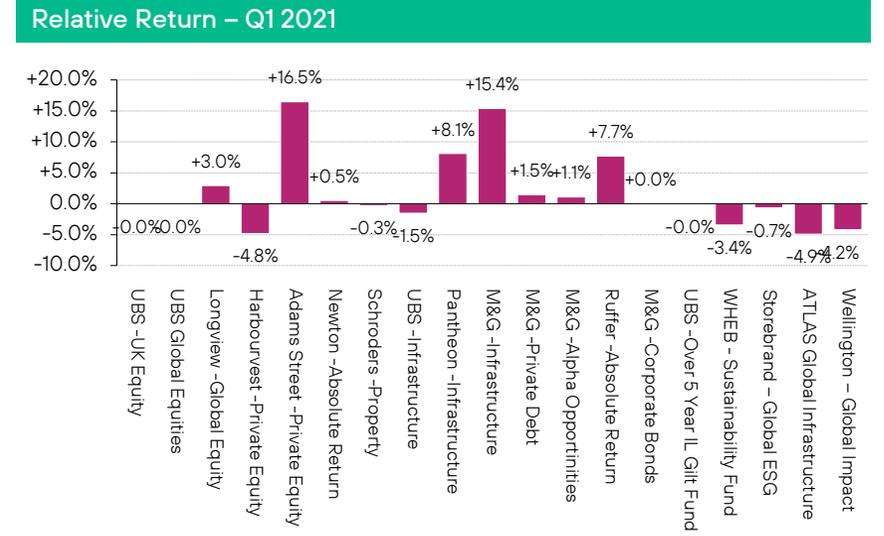
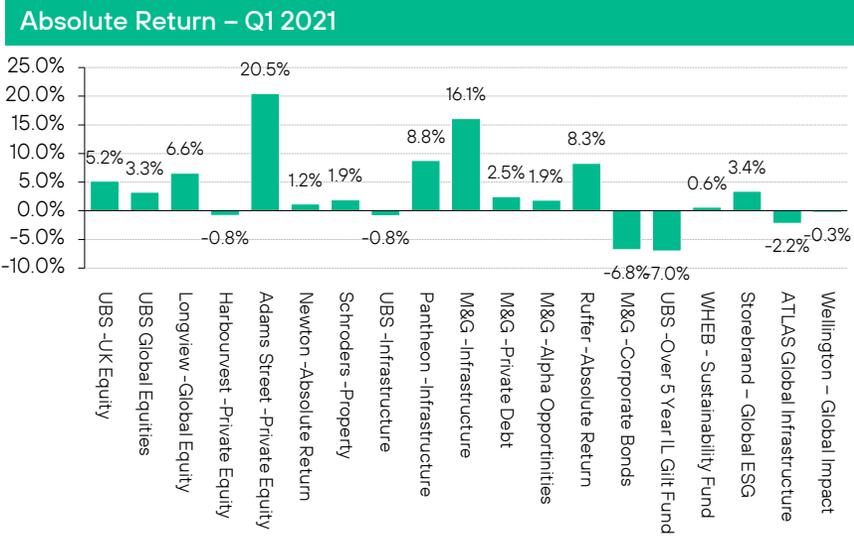
Performance Summary – to 31 March 2021

Summary

The majority of the Fund's assets delivered positive absolute returns over Q1 2021. This is in line with expectations, given the COVID vaccine and fiscal support-driven market upside experienced over the period.

The biggest contributor to both absolute and relative performance was the Adams Street Private Equity Portfolio.

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Note: Returns net of fees. 12 month relative and absolute returns are not available for the WHEB, Storebrand, ATLAS & Wellington mandates as they were inception in Q4 2020.
 Source: Investment Managers, Northern Trust, Isio calculations.

UBS – Equity

Mandate: Passive Equities

Current Value: £428.7m

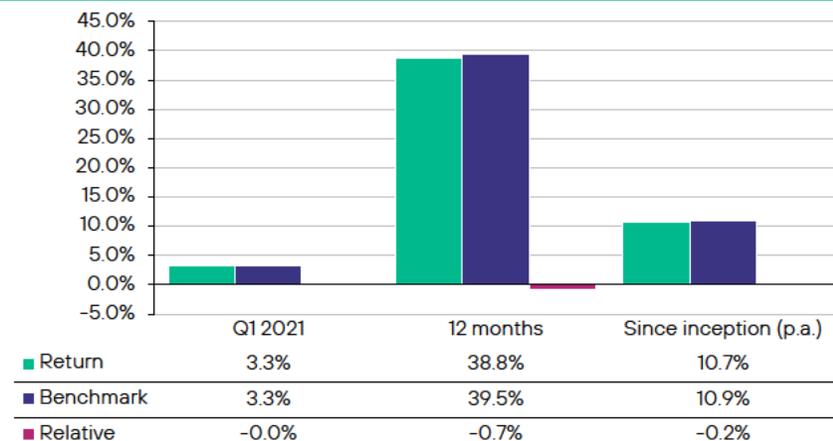
Current Weighting: 10.1%

Inception: UK Equities – 31 December 2017 & Global Equities 31 January 2018

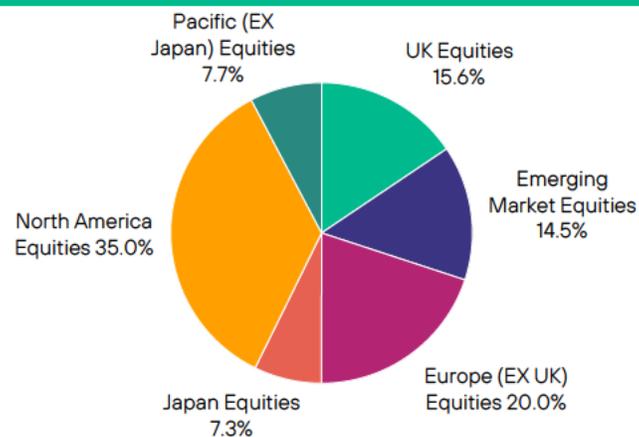
Objective: To track their respective underlying respective regional equity benchmarks

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Global Performance to 31 March 2021

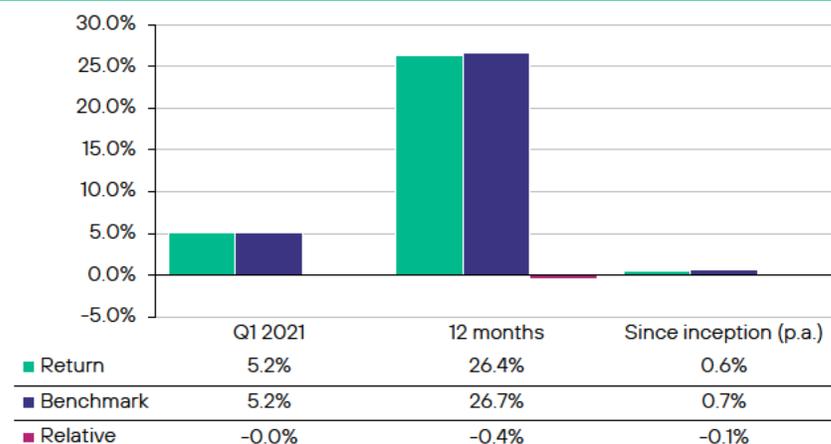


Geographic Exposure as at 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

UK Equities Performance to 31 March 2021



Commentary

- All UBS passive equity mandates performed positively over the quarter, with the UK and US equity funds adding particular value.
- Equity markets generally performed positively over Q1 2021, as investor sentiment remained strong with the successful COVID-19 vaccine rollout across the US and UK allowing for the gradual easing of some lockdown measures.
- The UK market benefitted from the a rotation in investor sentiment away from high growth technology firms (to which the region has low exposure), towards more cyclical value sectors such as energy and financials. The effective COVID-19 vaccine rollout also provided further hope for certain sectors significantly impacted by lockdown restrictions, in particular the UK services sector.
- The strong performance of the US market was largely attributable to agreement of a further significant economic stimulus package, with returns further buoyed by a successful ongoing deployment of the COVID-19 vaccine.

Longview - Global Equity

Mandate: Active Global Equities

Current Value: £458.8m

Current Weighting: 10.8%

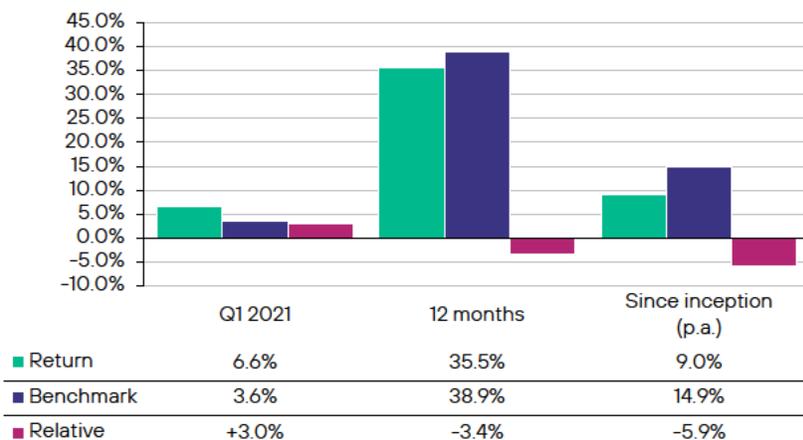
Inception: 4 February 2019

Objective: Outperform benchmark by 3% (gross) p.a. over rolling 3 year periods.

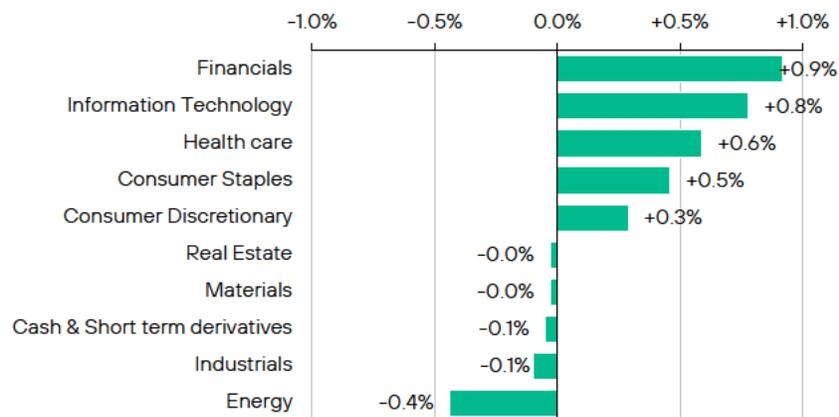
Benchmark: MSCI ACWI

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Longview Global Equity Performance to 31 March 2021

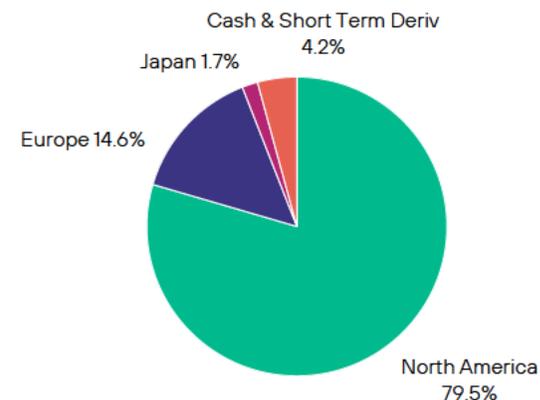


Performance Attribution as at 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Geographic Allocation at 31 March 2021



Commentary

- The fund delivered a positive absolute return of 6.6% over the quarter outperforming the benchmark by 3.0%. However longer term relative performance remains negative.
- Information Technology was the largest contributor to relative performance over the period, with both sector allocation and stock selection adding value. Alphabet was a notable strong performer, underpinned by positive financial results. Additionally, the overweight position in Financials was beneficial, with the sector benefitting from rising yields, and the general rotation towards value stocks.
- The Fund continues to seek to consistently generate alpha through investing in a concentrated portfolio of global companies, focusing on a bottom up approach. As at 31 March 2021 there were 34 stocks held within the portfolio.
- Longview anticipate further market volatility in the coming months, and highlight the importance of a long term perspective especially during market style and sector rotations.

WHEB – Sustainability Fund

Mandate: ESG focused Global Equity

Current Value: £222.7m

Current Weighting: 5.3%

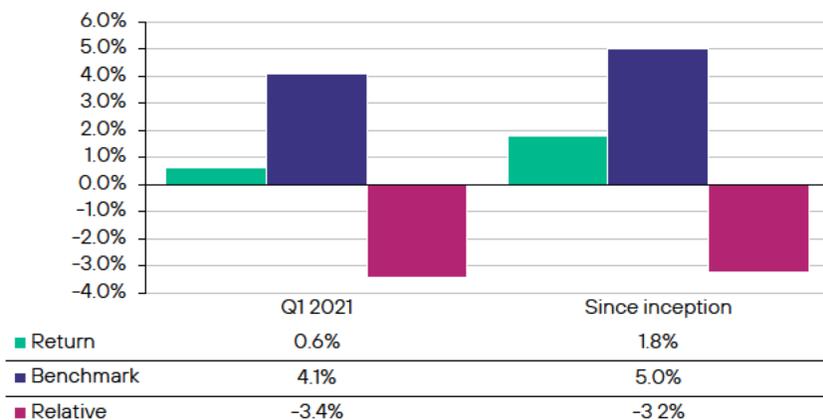
Inception: 1 December 2020

Benchmark: MSCI World Total Return Net GBP

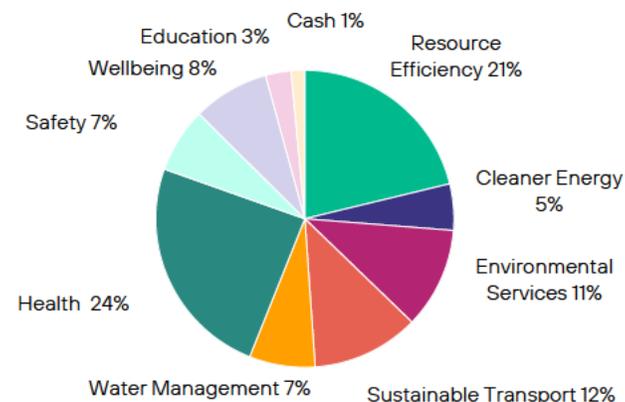
Objective: To achieve capital growth over the medium to longer term.

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WHEB – Sustainability Fund Performance to 31 March 2021

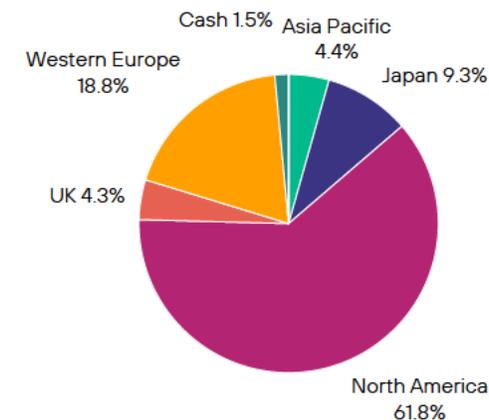


Impact positioning at 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Geographic Allocation at 31 March 2021



Commentary

- The fund produced positive absolute performance of 0.6% over the quarter, however underperformed the benchmark by 3.4%.
- This underperformance was largely driven by the underlying equity rotation over the quarter from growth to value, which benefitted sectors such as financials and traditional energy, to which the fund has no exposure.
- The Sustainable Transport theme aided returns, with notable performance from JB Hunt, the freight operator, which benefitted from improving economic conditions. Additionally, the Environmental Services theme contributed positively.
- Over the period the manager acquired a new position in HelloFresh, the recipe box delivery service with a market leading position, adding to the Wellbeing portfolio theme. Additionally, WHEB sold its position in China Water Affairs, as part of the water management theme, due to slowing growth and concerns over the stock's liquidity.

Wellington – Global Impact Fund

Mandate: Global Impact Equities

Current Value: £222.8m

Current Weighting: 5.3%

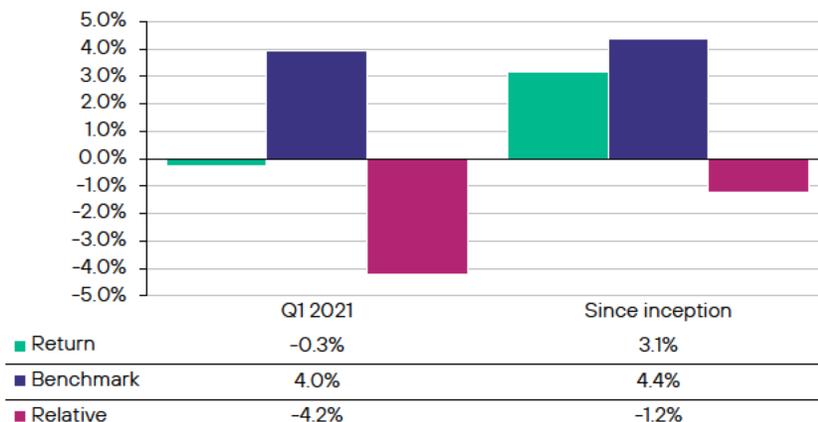
Inception: 2 December 2020

Benchmark: MSCI AC World

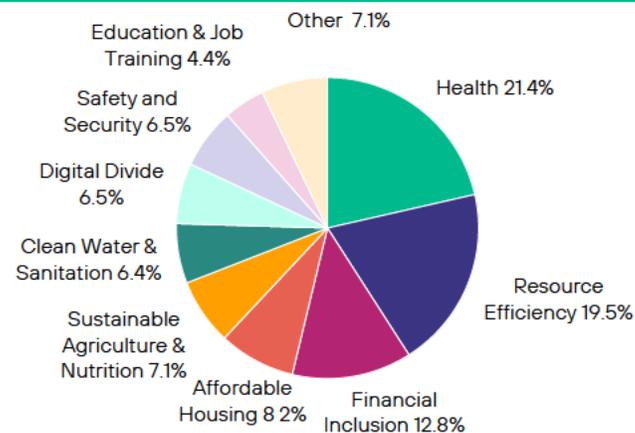
Objective: To outperform the MSCI All Country World Index over the long-term.

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Performance to 31 March 2021

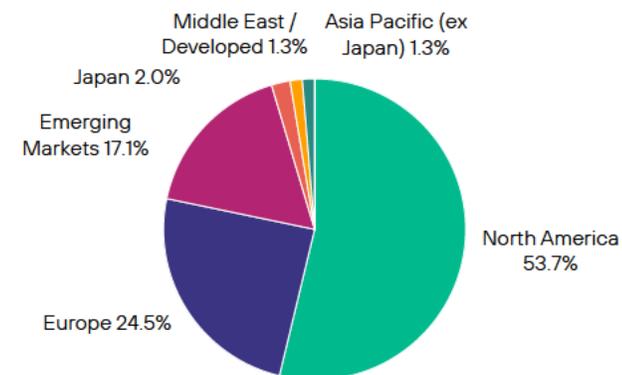


ESG Theme Distribution at 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Geographic Allocation at 31 March 2021



Commentary

- The Global Impact Fund delivered a net return of -0.3% over the quarter, underperforming broader equity markets.
- Underperformance was largely driven by the Fund's relative overweight to growth and underweight to value stocks, given the style rotation that occurred over the quarter. The fund's Q1 relative returns are broadly in line with those experienced elsewhere in the sustainable fund market given the inherent exposures in this style..
- The fund's Life Essentials and Environment themes contributed positively to returns, while the Human Empowerment detracted from performance.
- Wellington note that the fund's holdings in cybersecurity firms were particularly detrimental over the period, as investors sold out of the sector following a large-scale US Federal Government data breach in late December 2020.
- Wellington remain optimistic, particularly in relation to several themes which they consider will benefit from the US Government's \$2tn infrastructure plan.

Storebrand – Global ESG Plus Fund

Mandate: ESG Focused Global Equities

Current Value: £454.5m

Current Weighting: 10.7%

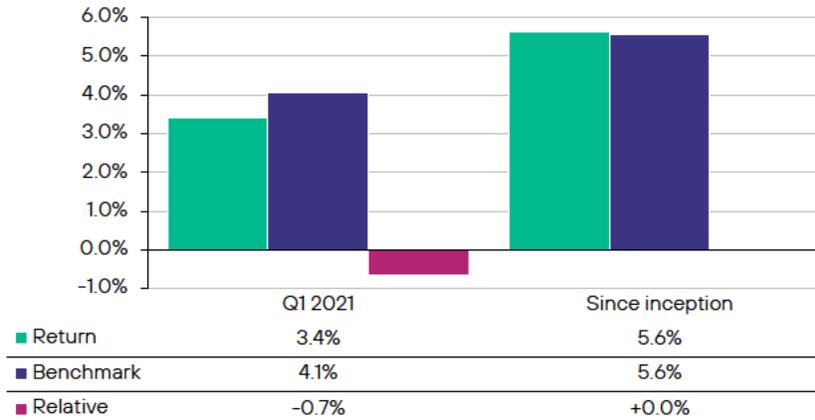
Inception: 3 December 2020

Benchmark: MSCI World NR

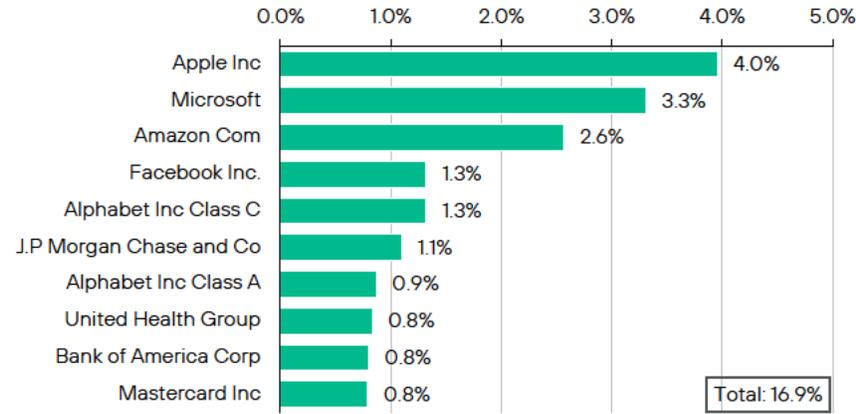
Objective: Outperform benchmark by 4.0% p.a. (net of fees)

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Performance to 31 March 2021

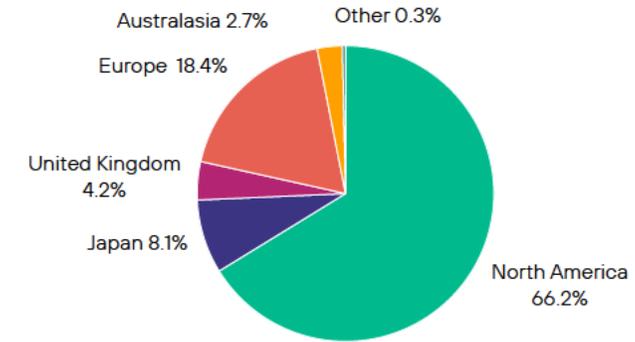


Top 10 Holdings as at 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Geographic Allocation at 31 March 2021



Commentary

- The fund delivered absolute performance of 3.4%, underperforming its MSCI World benchmark by 0.7% over the quarter.
- Storebrand attribute some of the relative underperformance of the fund to the increase in fossil fuel prices experienced over the quarter. These are inversely related to relative fund performance due to the fund being fossil fuel free.
- Similarly, renewables detracted from performance, which Storebrand attribute to mean reversion, given the recent strong performance from the sector.
- These detractors were offset in absolute terms by strong performance across the rest of the portfolio, including tilts towards carbon footprints, science-based targets, green revenues, carbon risk, among others.
- Storebrand remain optimistic regarding outlook, particularly in light of the shift in US policy towards more of a climate change focus. The philosophy and process remains unchanged, with the introduction of some additional climate solution stocks to the portfolio over Q1.

Harbourvest – Private Equity

Mandate: Private Equity

Current Value: £110.5m

Current Weighting: 2.6%

Inception: 31 January 2003

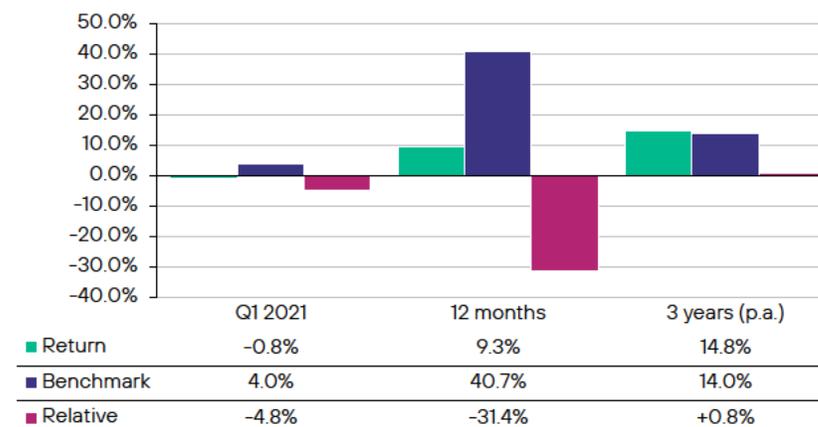
Benchmark: MSCI World +1.5%

Objective: MSCI World +3.0%

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Harbourvest	Market Value at start (£m)	Drawdowns over quarter (£m)	Distributions over quarter (£m)	Market Value at end (£m)
HIPEP IV SUPPLEMENTAL EUROPEAN COMPANIONFUND	0.0	-	-	0.0
HARBOURVEST PTRS VIII - CAYMAN VENTURE FUND	1.5	-	0.1	1.3
HARBOURVEST INTL PEP V - CAYMAN PSHP FD	1.9	-	0.2	1.6
HARBOURVEST PTRS VIII - CAYMAN BUYOUT FUND	1.6	-	-	1.5
HARBOURVEST PARTNERS IX- CAYMAN BUYOUT FUND	12.2	-	0.8	11.3
HARBOURVEST PARTNERS XI AIF	11.7	1.6	0.3	12.9
HARBOURVEST INTL PEP VI - CAYMAN PSHP FUND	16.3	-	0.8	14.8
HIPEP VII (AIF) PARTNERSHIP FUND LP	13.3	-	0.8	12.4
HIPEP VIII (AIF) PARTNERSHIP FUND LP	9.7	1.2	0.4	11.2
HARBOURVEST PARTNERS CAYMAN CLEANTECH FUND I	11.3	-	0.2	11.0
HARBOURVEST PARTNERS CAYMAN CLEANTECH FUND II	18.8	-	-	18.6
DEFAULT ISSUER HARBOURVEST PTNS VII CAYMAN BUYOUT FD LP	0.4	-	0.0	0.3
HARBOURVEST PTRS VIII - CAYMAN MEZZANINEAND DISTRESSED DEBT FD	0.1	-	0.0	0.1
HARBOURVEST PTRS VII - CAYMAN VENTURE FUND	0.9	-	0.1	0.8
HARBOURVEST PARTNERS VII - CAYMAN MEZZANINE FUND	0.0	-	0.0	0.0
HARBOURVEST PARTNERS IX CAYMAN VENTURE FUND	11.5	-	1.3	10.1
HARBOURVEST PARTNERS IX CAYMAN CREDIT OPPORTUNITIES FUND	1.5	-	0.1	1.3

Performance to 31 March 2021



Commentary – 3 month lagged

- The HarbourVest portfolio produced a negative return of -0.8%, translating into 4.8% underperformance relative to the public equity market benchmark.
- The HarbourVest portfolio is marginally underweight relative to its strategic target allocation due to the continued return of capital over the quarter.
- HarbourVest consider COVID-19 a trend accelerator, and are optimistic about the future outlook, noting business model disruption, digital acceleration, data and ESG, as trends that they believe will drive performance over the coming year.
- Prior to 2014, investments with HarbourVest were made through, Buyout, Mezzanine or Venture fund-of-funds and since then commitments from the Fund have been to the annual vintage of two of HarbourVest's flagship fund-of-fund products HIPEP or the Fund program.
- The overall portfolio has been volatile over the past 12 months and is materially behind benchmark over that period. This should continue to be monitored. Longer term performance remains ahead of benchmark.
- We note the future commitments required to maintain the allocation with the manager have been agreed in principle.

Adams Street – Private Equity

Mandate: Private Equity

Current Value: £154.5m

Current Weighting: 3.6%

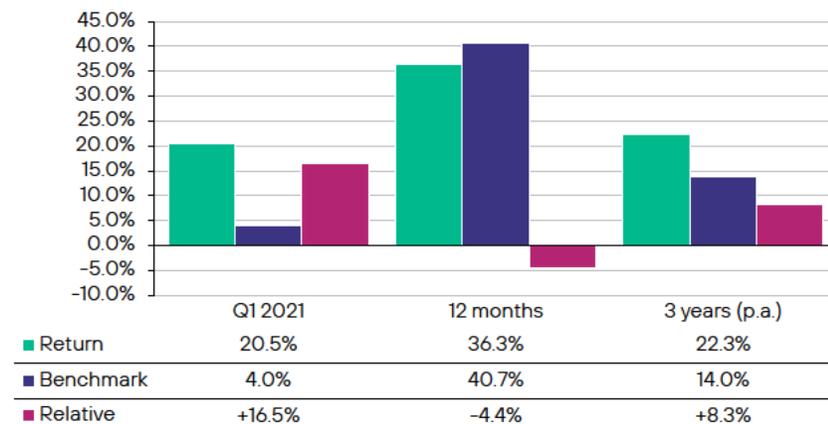
Inception: 31 March 2003

Benchmark: MSCI World +1.5%

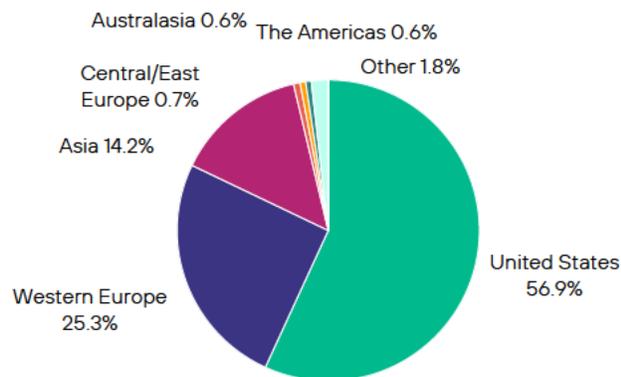
Objective: MSCI World +3.0%

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Performance to 31 March 2021



Geographical Exposure as at 31 December 2020



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Adams Street	Market Value at start (£m)	Drawdowns over quarter (£m)	Distributions over quarter (£m)	Market Value at end (£m)
Adams Street Direct Funds	1.8	-	0.0	2.1
Adams Street Co-Investment Fund II	1.4	-	-	1.5
Adams Street Global Funds 2014-2019	24.4	-	0.8	29.1
Adams Street Partnership Funds	24.0	-	1.6	26.1
Adams Street Feeder Funds	51.8	4.6	1.6	66.2
Adams Street Offshore Company Limited Funds	26.6	-	1.8	29.5

Commentary – 3 month lagged

- The Adams Street portfolio produced a positive absolute performance of 20.5% over the quarter, outperforming its composite benchmark by 16.5%.
- The returns for the quarter reflecting the impact of the announcement of successful COVID-19 vaccine trials on expectations of future economic activity – and its corresponding impact on mark-to-market valuations.
- Adams Street are optimistic regarding the outlook going forward, given the vaccine rollout, stimulus packages and resilience shown by firms, noting that the significant dry powder in private equity firms (and their continued ability to raise capital) demonstrates that investors see opportunity during periods of market dislocation.
- **We note the future commitments required to maintain the allocation with the manager have been agreed in principle.**

Newton – Absolute Return

Mandate: Diversified Growth Fund

Current Value: £492.3m

Current Weighting: 11.6%

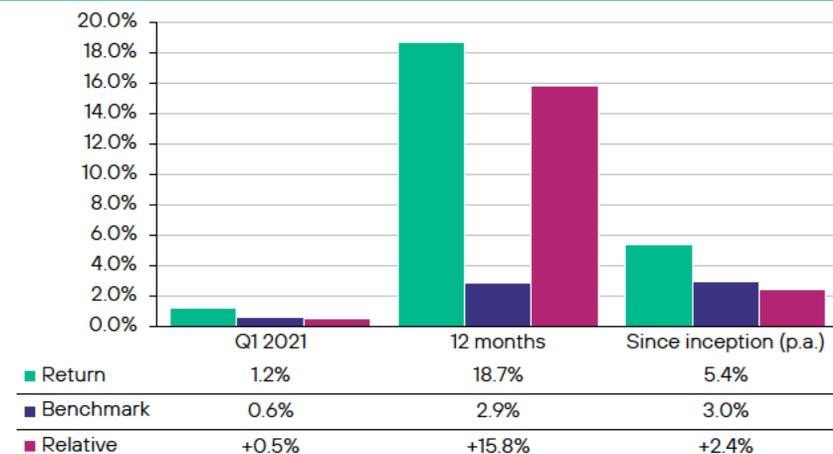
Inception: 21 January 2020

Benchmark: 3 Month LIBOR+2.5%

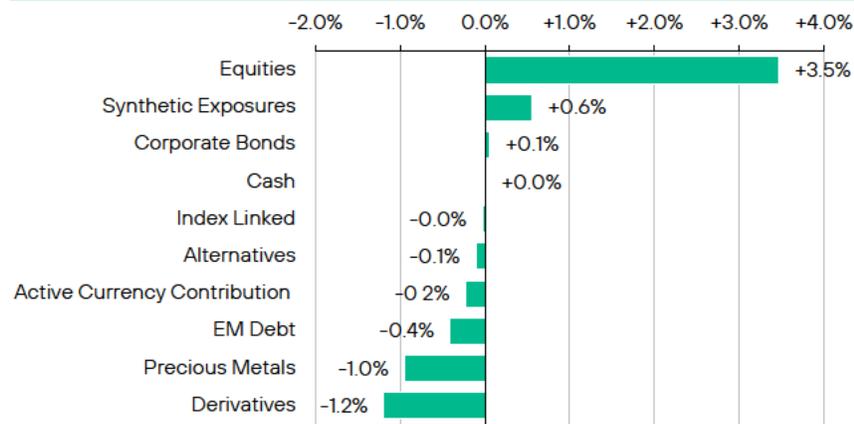
Objective: 3-month LIBOR + 4% p.a. (gross) over rolling 5 years

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Performance to 31 March 2021

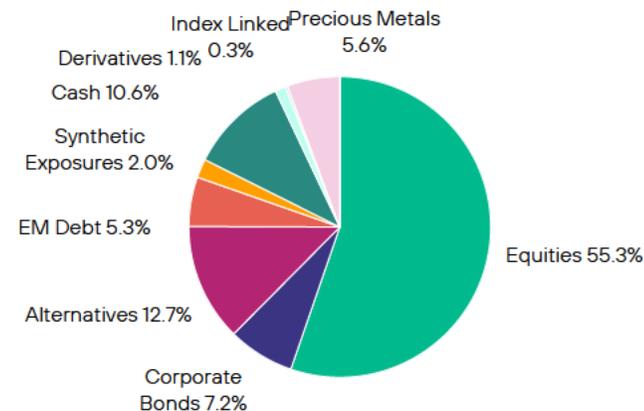


Contributors to performance to 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Sector Allocation at 31 March 2021



Commentary

- Q1 returns were broadly in line with peers over what was a mixed quarter for markets. Returns were underpinned by developed market equities within the return-seeking core, given sustained economic stimulus and unlocking of the global economy. Meanwhile, the Fund's stabilising layer detracted, as rising inflation expectations drove yields higher, resulting in government debt and Gold falling in value.
- Newton increased its equity exposure in Q1, rotating towards more cyclical businesses, which are set to benefit from the opening of economies. Newton also sold the majority of its US treasury futures, while trimming the gold allocation as rising yields and strengthening US Dollar are expected to provide headwinds for defensive assets.
- Newton believes healthy banking systems and household balance sheets indicate we are moving towards a recovery in corporate earnings, which will buoy markets. However, they remain aware of tail-risks such as geopolitical tensions and tightening of monetary policy therefore retain hedges within the portfolio.

Schroders - Property

Mandate: Balanced Property

Current Value: £347.8m

Current Weighting: 8.2%

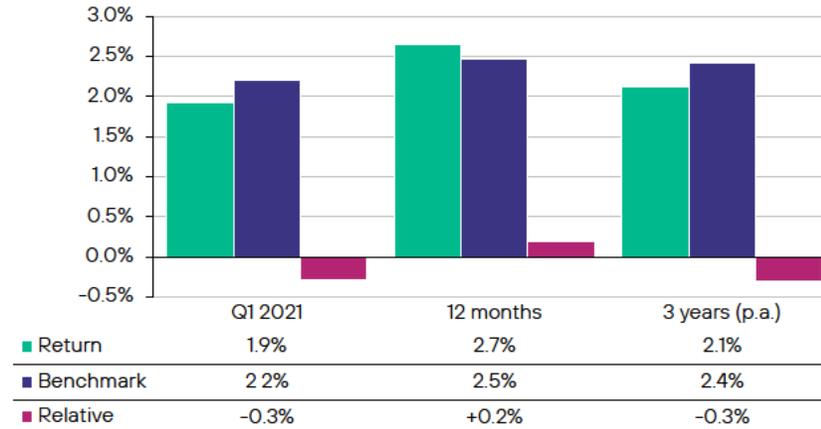
Inception: 31 December 2009

Benchmark: IPD All Balanced Fund Index

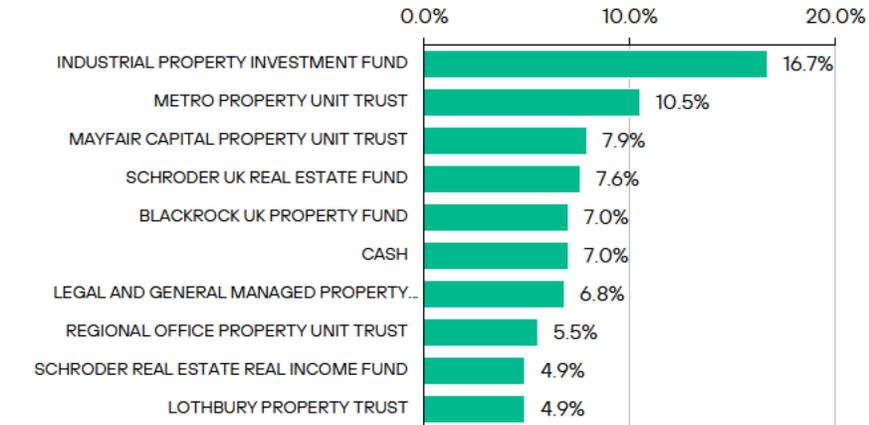
Objective: Outperform benchmark by 0.75% p.a. (net) over rolling 3 years

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Performance to 31 March 2021

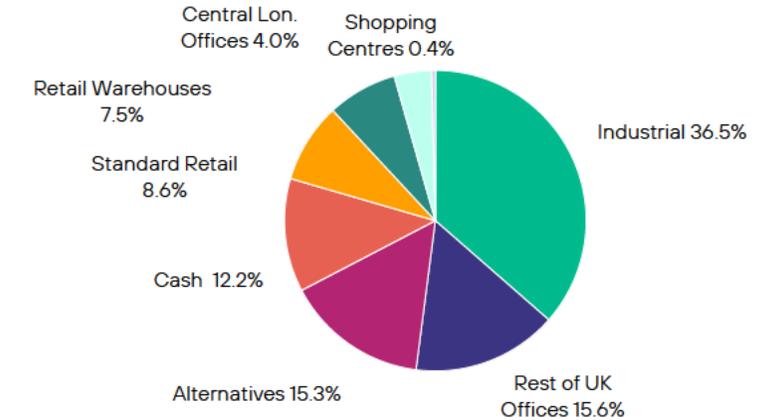


Top 10 holdings as at 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees. Within the portfolio sector allocation, cash also includes cash held within the underlying funds.
Source: Investment manager, Northern Trust, Isio calculations.

Sector Allocation at 31 March 2021



Commentary

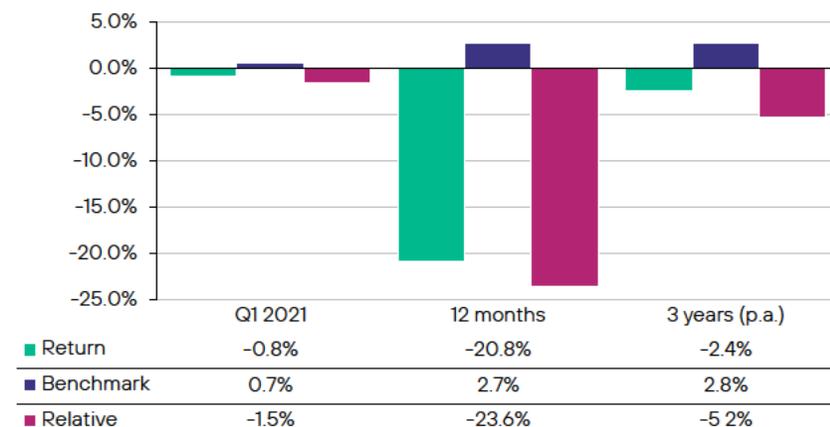
- The fund delivered a positive absolute return of 1.9% over the quarter, marginally underperforming its benchmark.
- Industrial assets continue to be the standout performer over the quarter following further and substantial yield compression in the sector, as demand remains strong for this type of commercial property. The portfolio saw particularly strong contributions to performance from the Industrial Property Investment Fund, Mayfair Capital Property Unit Trust and the Metro Property Unit Trust.
- Over the quarter, one of the biggest detractors to performance was the UK Retirement Living Fund. The Fund is still in the land acquisition phase and will continue to be dilutive to performance whilst the underlying assets are constructed.
- The team made c.£5m of acquisitions over the quarter, increasing the fund's exposure to the Regional Office Property Unit Trust, the Social Supported Housing Fund and the UK Retirement Living Fund.

UBS - Infrastructure

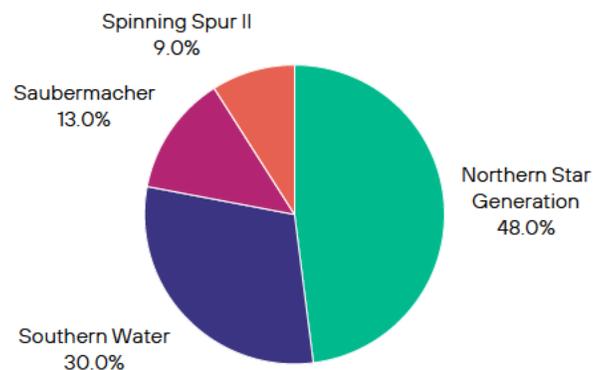
Mandate: Infrastructure
Current Value: £37.7m
Current Weighting: 0.9%
Inception: 31 January 2008
Benchmark: CPI + 2.0%
Objective: CPI + 3%

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Performance to 31 March 2021



Underlying Asset Split as at 31 December 2020



Note: Totals may not sum due to rounding. Performance quoted net of fees.
 Source: Investment manager, Northern Trust, Isio calculations.

Commitments and Distributions to 31 March 2021

UBS	Fund I	Fund III
Total Commitment (\$m)	35.0	50.0
Commitment Drawn (\$m)	33.3	35.4
Distributions (\$m)	23.7	-
Outstanding Commitment (\$m)	1.7	14.6
Market Value (£m)	11.5	26.2

Commentary – 3 month lagged

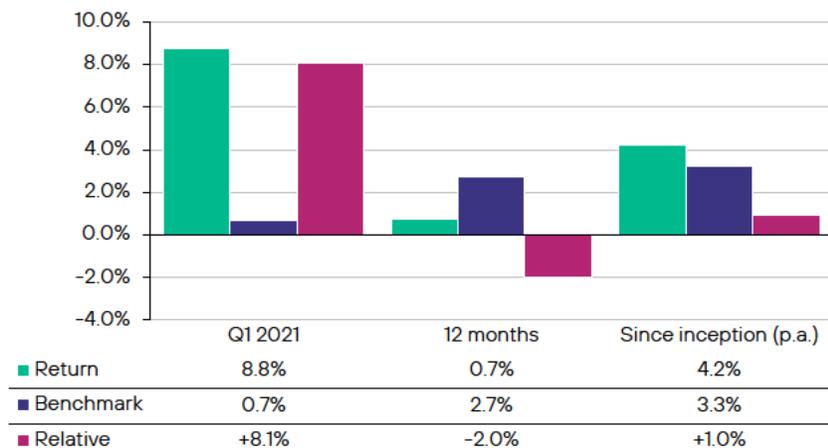
- Over the quarter the portfolio returned -0.8%, underperforming the CPI linked benchmark by 1.5%.
- Fund I continues in the value realisation phase and is paying capital back to Investors, whilst Fund III is in its investment phase and continues to draw capital.
- Underperformance has been driven by Fund I, which has been impacted by the performance of Southern Water (SW), with both revenue and EBITDA below baseline as a result of various factors including, low non-household consumption and overspends in relation to COVID-19. SW's carrying value was also reduced by £31m over the quarter, partly as a result of these issues and the board continue to develop and implement a 2 year execution plan to realign the business.
- The portfolio remains committed to positive ESG outcomes and both Funds achieved 5 stars in the GRESB 2020 survey.

Pantheon – Infrastructure

Mandate: Infrastructure
 Current Value: £38.1m
 Current Weighting: 0.9%
 Inception: 4 May 2018
 Benchmark: CPI + 2.5%
 Objective: CPI + 3%

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Performance to 31 March 2021

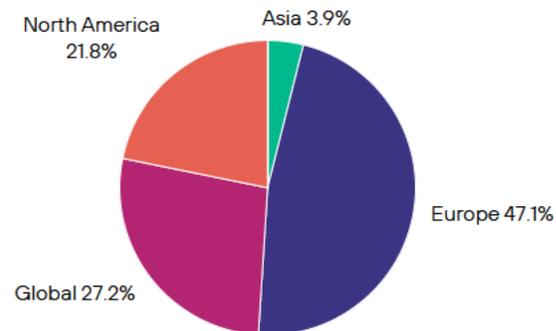


Commitments and Distributions to 31 December 2020

Pantheon	
Total Commitment (\$m)	117.0
Commitment Drawn (\$m)	46.2
Distributions (\$m)	5.3
Outstanding Commitment (\$m)	70.8
Market Value (£m)	38.1

Note: Totals may not sum due to rounding. Performance quoted net of fees. Performance information available to 31 December 2020 due to 3 month reporting lag.
 Source: Investment manager, Northern Trust, Isio calculations.

Geographical Allocation at 31 December 2020



Commentary - 3 month lagged

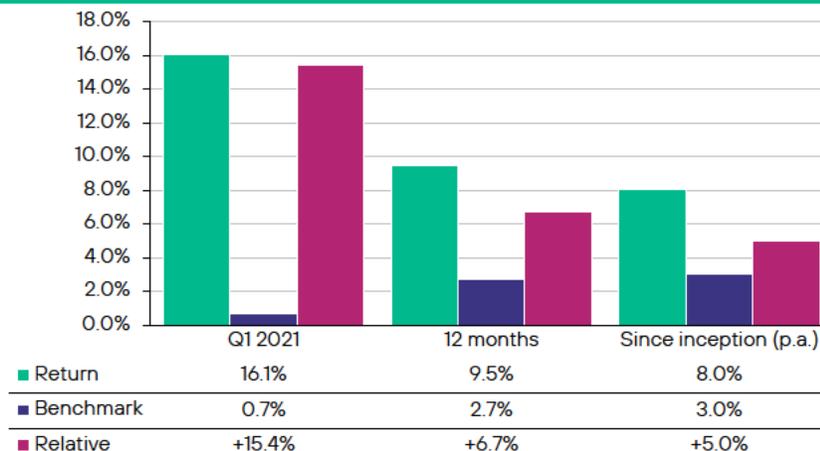
- The fund delivered a positive absolute return of 8.8% over the quarter, outperforming the benchmark by 8.1%.
- The fund remains in its drawdown phase, with c.40% of the commitment drawn as at 31 December 2020. We expect the remaining capital for PGIF III will be drawn by mid 2021.
- Patheon note the continued demand for Digital Infrastructure, which has seen significant valuation uplifts over the quarter. For example, Hivory (a leading French Telecom towers business) was disposed of earlier than planned, after receipt of an attractive offer which was a 44% increase on the Q3 2020 valuation.
- Pantheon cite their pipeline remains strong, with over \$3bn worth of additional deals in various stages of due diligence across secondaries and co-investments.

M&G – Infrastructure

Mandate: Infrastructure
 Current Value: £32.7m
 Current Weighting: 0.8%
 Inception: 31 October 2018
 Benchmark: CPI + 2.5%
 Objective: CPI + 3%

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Performance to 31 March 2021

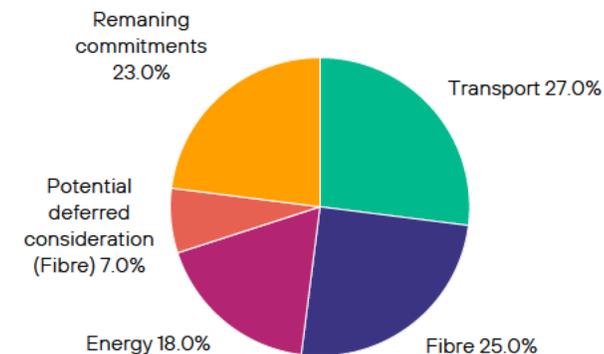


Commitments and Distributions to 31 March 2021

M&G – Infracapital	Brownfield III	Greenfield II
Total Commitment (£m)	42.0	20.0
Commitment Drawn (£m)	29.2	-
Distributions (£m)	3.5	-
Outstanding Commitment (£m)	12.8	-
Market Value (£m)	32.7	-

Note: Totals may not sum due to rounding. Performance quoted net of fees.
 Source: Investment manager, Northern Trust, Isio calculations.

Brownfield Sector exposure to 31 March 2021



Commentary

- The Portfolio delivered exceptionally strong performance over the quarter, outperforming its benchmark by 15.4%. Performance is still driven solely by the Brownfield III Fund as the Greenfield fund remains undrawn. Current net forecast IRR is 14.7%.
- Performance over the quarter was driven a material valuation uplift in the Last Mile Infrastructure Group, which designs, builds and operates last mile electricity, gas and water connections in the UK. The business has been able to continue trading through the various lockdowns and has just produced an updated 5 year business plan, which included a reassessment of discount rate and future value projections.
- M&G expects to start drawing down capital for the Greenfield II Fund over the coming months.

ATLAS – Global Infrastructure Equity Fund

Mandate: Global Infrastructure Equity

Current Value: £77.3m

Current Weighting: 1.8%

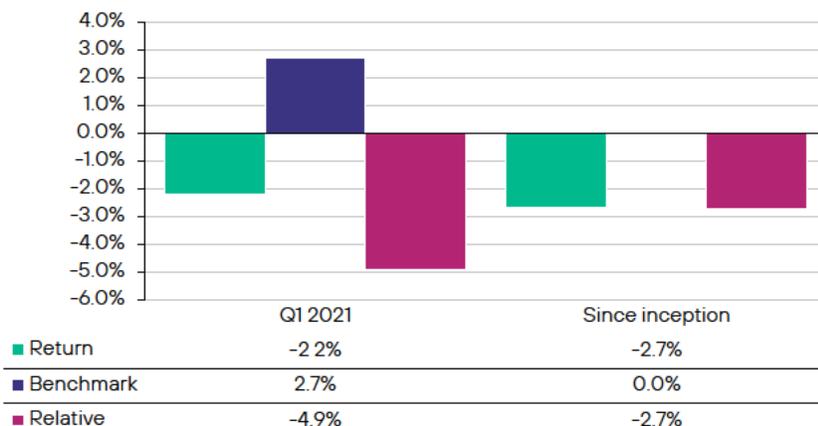
Inception: 2 December 2020

Benchmark: FTSE Developed Core 50/50 Infrastructure Index

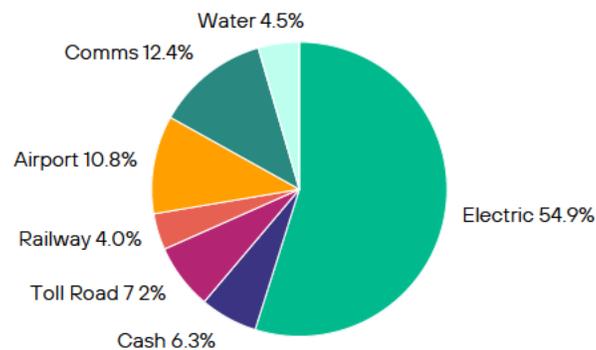
Objective: CPI + 5%

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Performance to 31 March 2021

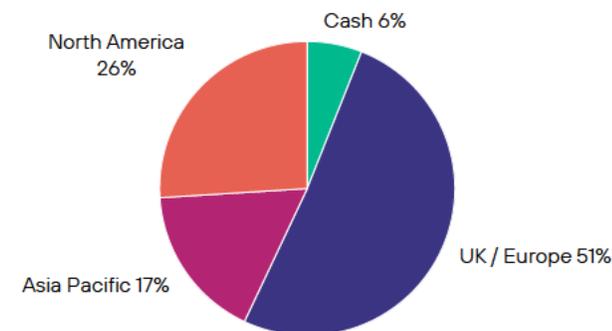


Sector Allocations at 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Geographic Allocation at 31 March 2021



Commentary

- The fund delivered a return of -2.2% over the quarter, underperforming its CPI linked objective and its market benchmark.
- The fund's limited exposure to stronger performing sectors such as pipelines, storage, North American rail and Japanese utilities, weighed on performance relative to benchmark over the period.
- At asset level, SES Global (European Communications) and Red Electric (US electric / renewables) both detracted from returns, as the market reacted negatively to their respective financial results releases.
- The team added four new positions over Q1, including Severn Trent (UK Water), ASTM (Italian toll roads), Chorus (New Zealand fibre) and Nisource (US Gas/ Electric). These investments were funded through ATLAS seeing attractive opportunities to exit some existing holdings which had experienced strong share price appreciation over Q4 (and corresponding reduced expected returns going forward).

Ruffer – Absolute Return

Mandate: Diversified Growth Fund

Current Value: £510.0m

Current Weighting: 12.0%

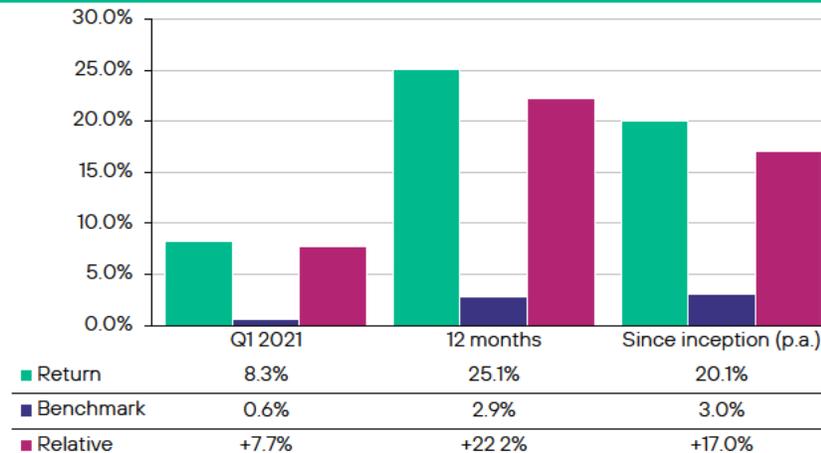
Inception: 4 December 2019

Benchmark: 3-month LIBOR + 2.5%

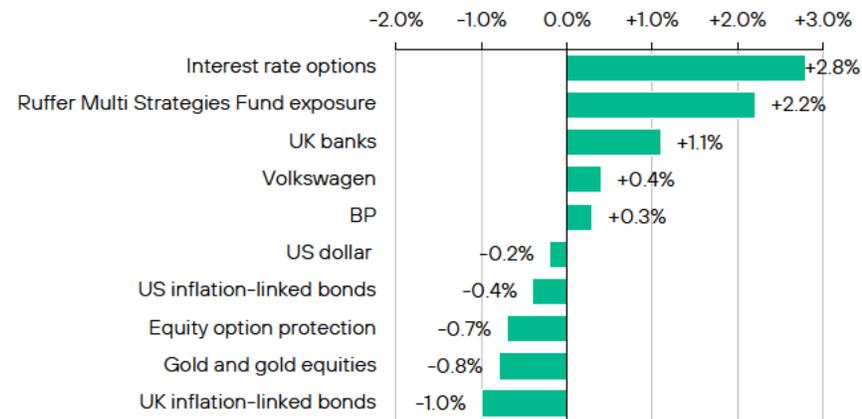
Objective: 3-month LIBOR + 4% p.a. (gross) over rolling 5 years

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Performance to 31 March 2021

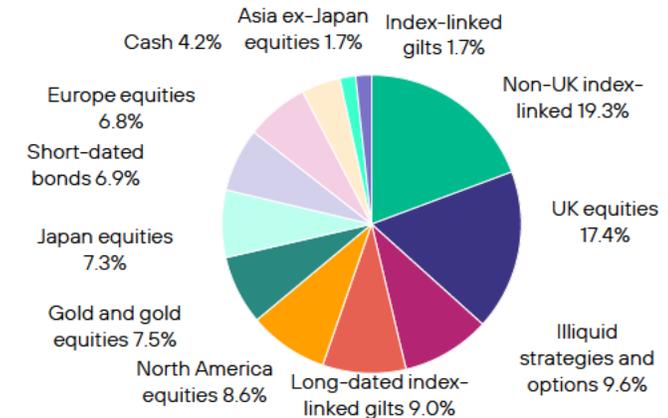


Contributors to performance at 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Asset Allocation at 31 March 2021



Commentary

- The fund delivered strong returns over Q1 and significantly outperformed its peers over the quarter and one year. Q1 outperformance was driven primarily by its allocation to equities, particularly Financial and Energy stocks, which performed well in anticipation of economies reopening. The main detractor was exposure to inflation linked bonds. Despite inflation expectations rising these declined due to the positive outlook for the economy.
- Throughout the quarter Ruffer rotated some of its equity exposures from high quality stay-at-home staples such as Disney and Ocado towards more economically sensitive equities in sectors including Healthcare and Oil with the aim of benefiting from reopening economies.
- The team maintain the view that low interest rates and fiscal support from governments will lead to higher inflation. They have therefore maintained allocations to inflation linked assets such as Inflation Linked Bonds and Gold.

M&G – Real Estate Debt Fund

Mandate: Private Debt

Current Value: £42.4m

Current Weighting: 1.0%

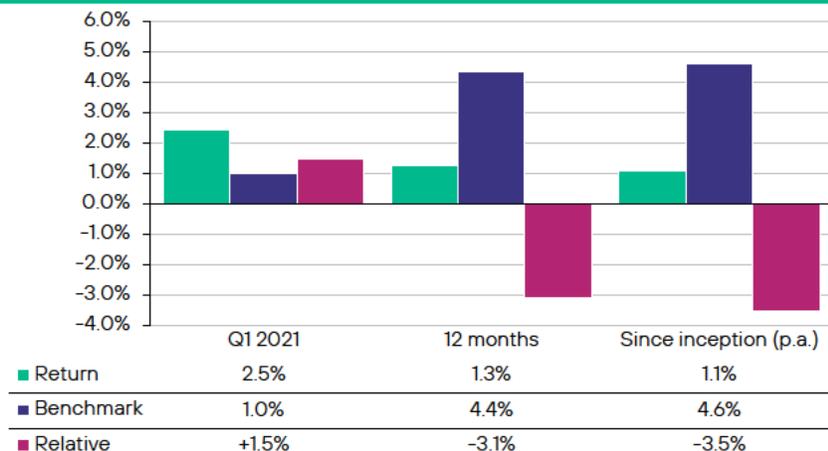
Inception: 11 April 2019

Benchmark: Benchmark: 3m LIBOR +4%

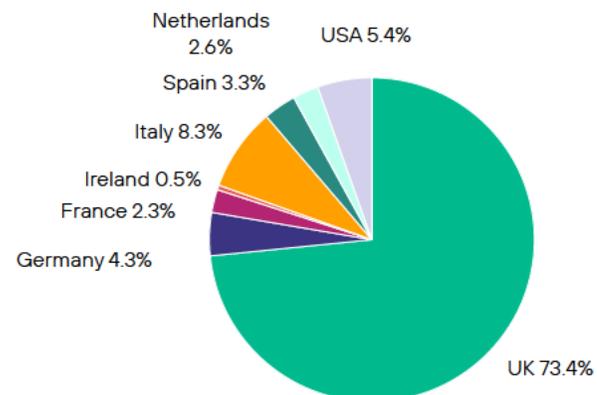
Objective: Objective: 3m LIBOR +5%

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Performance to 31 March 2021



Average Invested Capital by Geography Across the Portfolio



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Commitments and Distributions to 31 March 2021

M&G – Real Estate Debt Fund

Total Commitment (£m)	60.0
Commitment Drawn (£m)	41.3
Distributions (£m)	20.9
Outstanding Commitment (£m)	18.7
Market Value (£m)	42.4

Commentary – 3 month lag

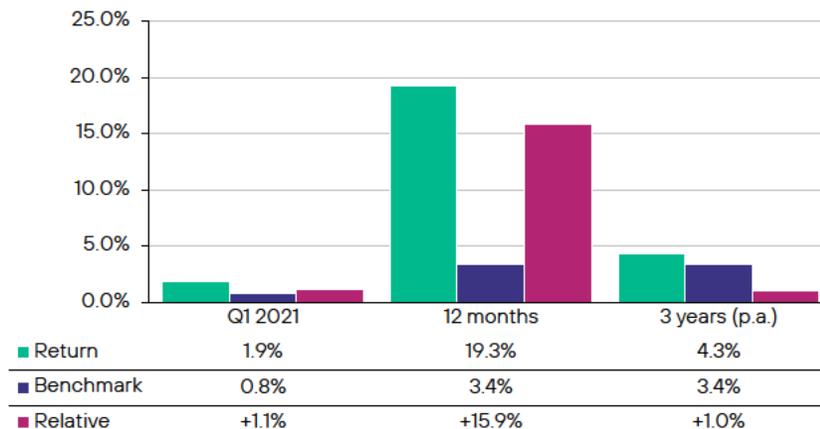
- M&G continued to deploy capital over Q4, with all portfolios now largely deployed. Four new deals were transacted in the office and residential sectors in the UK and Netherlands. M&G believe these sectors are resilient, with prime locations protecting against uncertainty such as future office demand in a flexible working environment.
- Project Genesis remains the only major position on the watch list. As senior lenders, M&G is providing additional capital split equally with an external lender. M&G have injected £2m for capex purposes to support the asset going forward with a further £18m available to be drawn. Various underlying tenants agreed to renew their leases over Q4 and alternative uses are being explored for those units with excess capacity (e.g. Boohoo considering converting a portion of retail space for office purposes).
- M&G have an active pipeline to support full deployment and are comfortable with the overweight to UK assets given its pace of vaccine roll outs relative to Europe. No losses or impairments are expected from the four remaining minor watchlist positions.
- We note there have recently been some material team changes at M&G in relation to this fund and have provided further detail in the appendix of this report.

M&G - Alpha Opportunities Fund

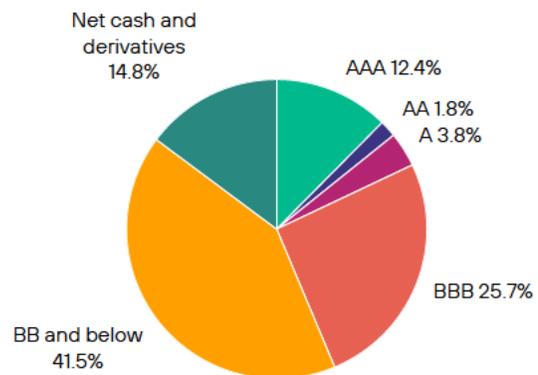
Mandate: Multi Asset Credit
Current Value: £285.1m
Current Weighting: 6.7%
Inception: 30 November 2009
Benchmark: 3 Month Libor +3%
Objective: 3 Month Libor +5% (gross)

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Performance to 31 March 2021

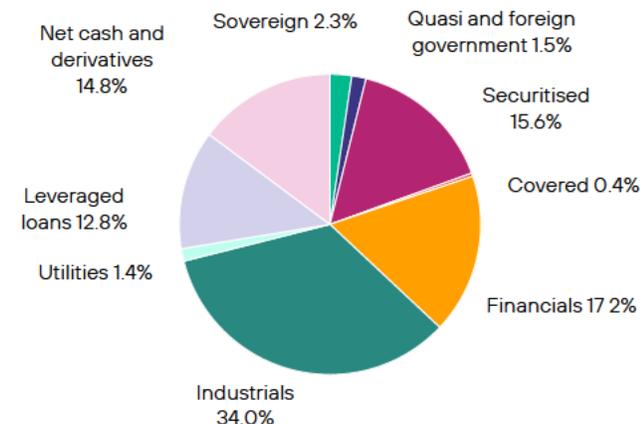


Credit Ratings as at 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
 Source: Investment manager, Northern Trust, Isio calculations.

Sector Allocation as at 31 March 2021



Commentary

- In a quarter where credit market returns were dominated by movements in the risk free rate, the fund performed relatively well as the manager hedges away this exposure. The 12 Months performance shown is displaying a "base effect", as the performance is measured from the market low of Q1 2020.
- Notable performers included GE, Ford and Anglo American - reflecting the US s advanced recovery and increasing investor confidence in sectors heavily impacted by the pandemic. US positions are not typically a key component of the strategy and demonstrates the manager s conviction in some of these unloved names .
- M&G think that credit markets continue to price in a near perfect recovery and have decided to position the portfolio more defensively. They have continued take profits on strong performing credits and increased the Fund s cash allocation by c.4% - as a result, reducing the overall level of portfolio risk (measured through spread duration).

M&G – Corporate Bonds

Mandate: Corporate Bonds

Current Value: £158.4m

Current Weighting: 3.7%

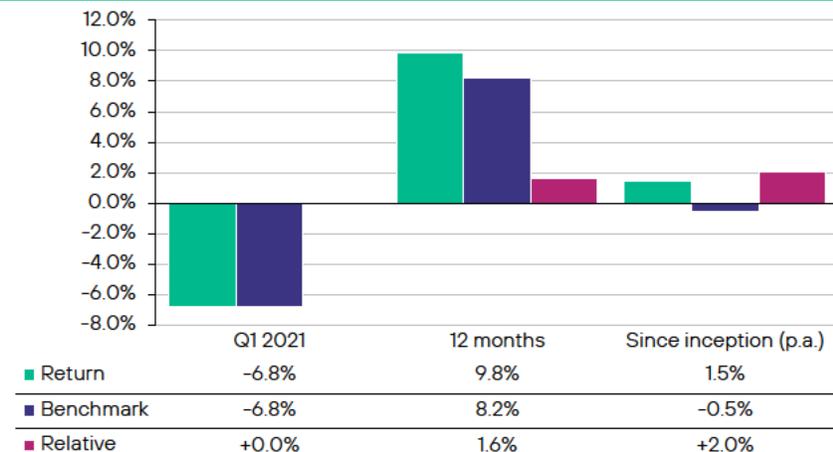
Inception: 26 February 2020

Benchmark: Benchmark: - 50%
iBoxx Non-Gilts Over 15Y - 50%
iBoxx Non-Gilts

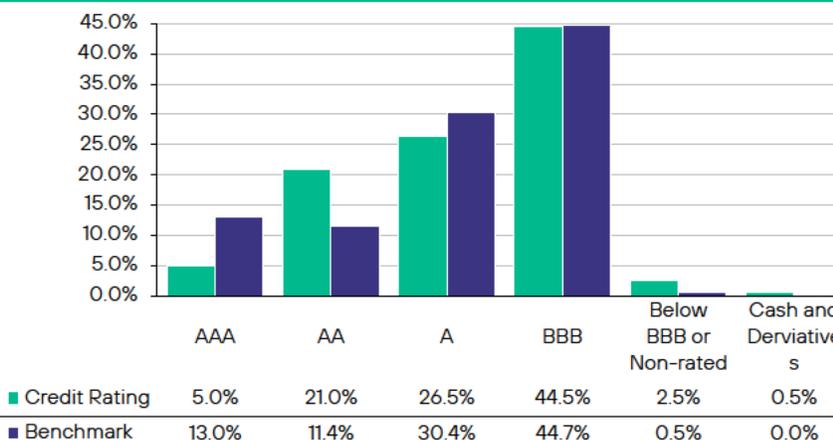
Objective: Outperform benchmark
by 0.8% p.a. (gross)

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Performance to 31 March 2021

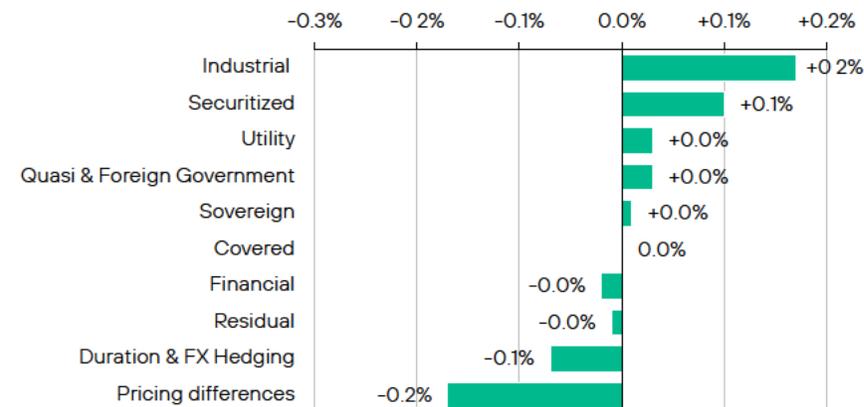


Fund Credit ratings to Benchmark at 31 March 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Performance Attribution as at 31 March 2021



Commentary

- The Fund returned -6.8% over the quarter, performing inline with its benchmark.
- Over the quarter increasing expectations for inflation drove rising yields, leading to losses across interest-rate-sensitive sectors of the market. This came even as central government fiscal policy continued to offer significant support to stabilise the market.
- We note that the corporate bond allocation has partial liability-matching characteristics, providing the Fund with a degree of protection against the impact of interest rate movements on the value placed on the liabilities.
- Over the quarter M&G continued to de-risk the fund, retaining an underweight position in credit risk relative to the benchmark.
- Looking further ahead, M&G believe the steepness of government bond yield curves is an indication that monetary policy will not be tightened in the near future; however, the team note that longer term rates are more susceptible to changes in inflation expectations.

UBS – Over 5 Year IL Gilt Fund

Mandate: Index Linked Gilts

Current Value: £128.8m

Current Weighting: 3.0%

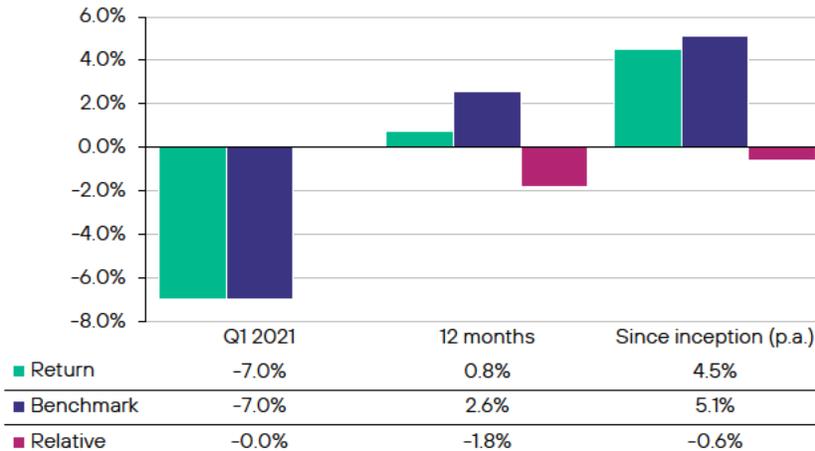
Inception: 28 August 2017

Benchmark: FTSE Index- Linked Gilts Over 5 Years

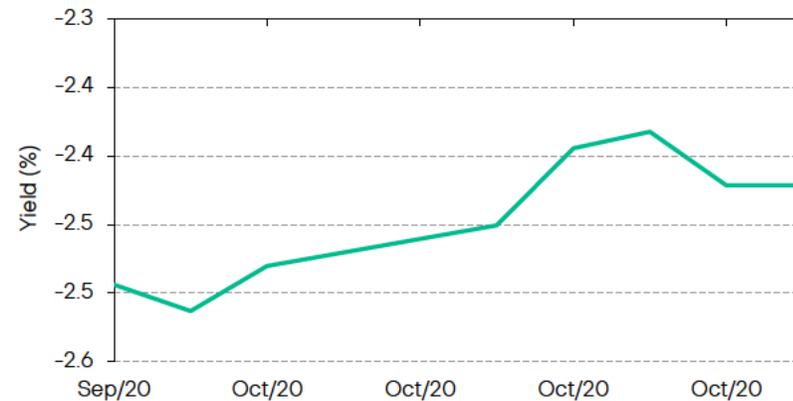
Objective: Match benchmark

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Performance to 31 March 2021



Real Gilt Yields – Q1 2021



Note: Totals may not sum due to rounding. Performance quoted net of fees.
Source: Investment manager, Northern Trust, Isio calculations.

Commentary

- The Fund returned -7.0% over the quarter, in line with its benchmark.
- The increase in real yields observed over the period came despite a rise in long term inflation expectations, which failed to offset the impact of a significant spike in long dated nominal yields.
- This allocation has liability-matching characteristics, providing the Fund with protection against the impact of both interest rates and inflation expectations on the value placed on the liabilities.

Fossil Fuel Exposure

The Table shows the Fund's fossil fuel exposure as at 31 March 2021.

The Fund's biggest contributors to Fossil Fuel exposure is the passive UBS equity mandates.

There was a sharp increase in the fossil fuel exposure of the UBS Japan Fund due to a new fossil fuel flag for thermal coal reserves with the Toyota Motor Corporation.

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Fund	Actual Fossil Fuel Exposure (%)	Actual Fossil Fuel Exposure (£m)	Benchmark Fossil Fuel Exposure (%)	Relative (%)	Management Style
UBS – Japan	9.5%	£2.9	9.6%	-0.1%	Passive
UBS - Europe	5.2%	£4.5	5.3%	-0.1%	Passive
UBS - UK	13.4%	£8.9	13.2%	0.1%	Passive
UBS – Pacific (ex Japan)	9.3%	£3.1	9.5%	-0.2%	Passive
UBS – North America	4.7%	£7.1	4.7%	0.0%	Passive
UBS – Emerging Markets	9.2%	£5.7	9.2%	0.0%	Passive
Longview - Global Equity	0.0%	£0.0	10.8%	-10.8%	Active
WHEB - Sustainability Fund	0.0%	£0.0	-	-	Active
ATLAS Global Infrastructure Equity Fund	0.0%	£0.0	-	-	Active
Wellington – Global Impact Fund	0.0%	£0.0	-	-	Active
Storebrand – Global ESG Plus Fund	0.0%	£0.1	-	-	Passive – Smart Beta
Harbourvest – Private Equity ¹	1.1%	£1.2	-	-	Active
Adams Street – Private Equity ¹	1.7%	£2.6	-	-	Active
Newton – Absolute Return	2.6%	£12.8	-	-	Active
Schroders – Property ²	0.0%	£0.0	-	-	Active
Pantheon – Infrastructure ²	0.0%	£0.0	-	-	Active
M&G Infrastructure ²	0.0%	£0.0	-	-	Active
M&G -Private Debt ²	0.0%	£0.0	-	-	Active
M&G -UK Financing Fund ²	0.0%	£0.0	-	-	Active
M&G -Alpha Opportunities	2.0%	£5.6	8.4%	-6.4%	Active
Ruffer -Absolute Return	2.8%	£14.5	-	-	Active
M&G -Corporate Bonds	8.4%	£13.2	9.6%	-1.3%	Active
UBS –Over 5 Year IL Gilt Fund	0.0%	£0.0	-	-	Passive
Cash	0.0%	£0.0	-	-	Passive
Total Assets	1.9%	£82.2	-	-	

Notes: Totals may not sum precisely due to rounding. All asset valuations have been provided by Northern Trust. Benchmark data where available has been provided by investment manager. 1. Data provided as at 31 December 2021. 2. Manager unable to provide fossil fuel exposure information for Fund.

Source: Investment Managers, Northern Trust, Link, Isio calculations.

Appendices

A1: M&G – Real Estate Debt Fund Due Diligence

A2: Market Background: Global Equity, DGFs, Real Assets, Credit & Yields

A3: Explanation of Market Background

A4: Disclaimers

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Market Background – Global Equity

Summary

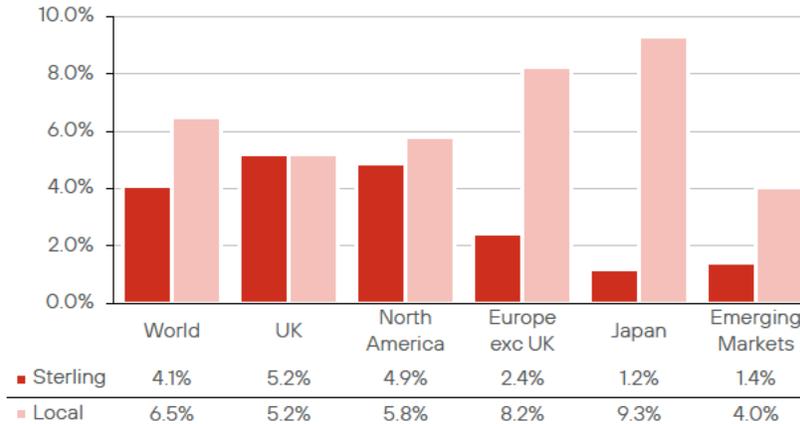
Equity markets performed positively over Q1, underpinned by the rollout of COVID-19 vaccines and the progressive easing of lockdown measures.

Global central banks have retained expansionary monetary policies through low interest rates and asset purchase programs.

The US president confirmed a \$1.9 trillion fiscal stimulus package, whilst the UK Government continued with the furlough scheme.

GBP hedged assets outperformed unhedged assets over Q1, with Sterling strengthening against most currencies over the period.

Regional Returns – Q1 2021

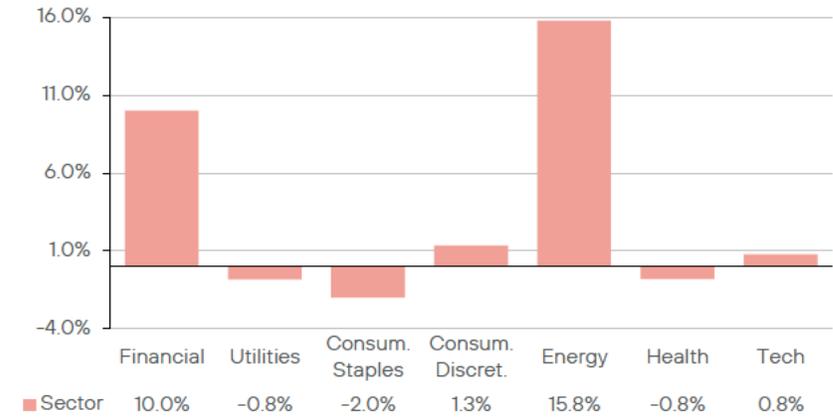


VIX Volatility Index – Last 12 months



Note: Please see Appendix 3 for further information.
Source: Datastream, Isio calculations.

Sector Returns – Q1 2021



Commentary

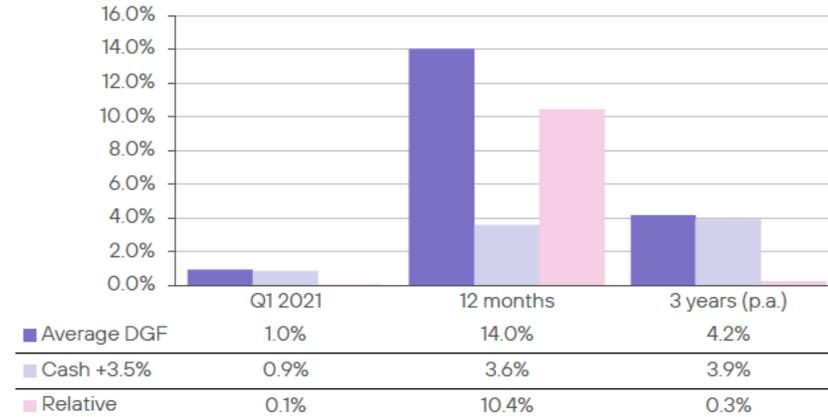
- Equity markets delivered positive performance over Q1 with returns being supported by the impact of the COVID-19 vaccine rollout on economic growth expectations, and further announcements surrounding the US stimulus package.
- UK equities posted positive returns as lower multiple cyclical stocks, to which the UK market has considerable exposure, continued to recover and deliver strong performance. The US also performed positively, with confirmation of a significant stimulus package contributing to improving investor sentiment.
- GDP-sensitive stocks performed strongly: energy was the highest returning sector, with prices supported by increased demand for oil as economies continued to re-open. Promises of increased government spending also drove gains for the Industrials sector.
- Elevated volatility is expected to remain over the short-term, as markets remain sensitive to COVID-19 developments and further lockdown measures.

Market Background – Diversified Growth Funds (“DGFs”)

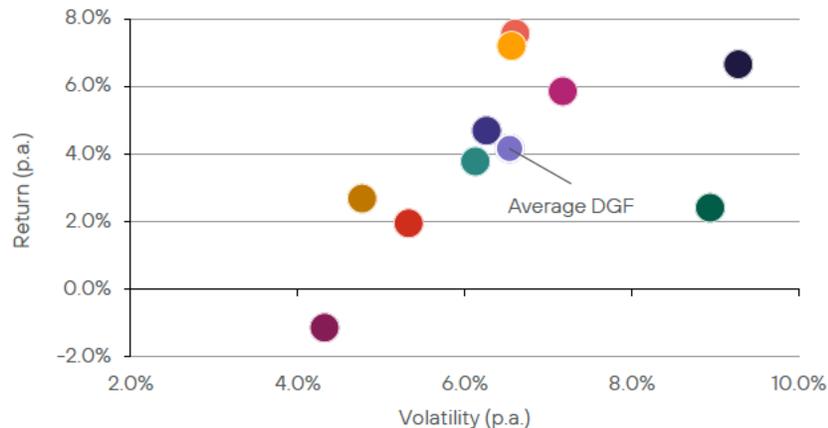
Summary

Within our sample of managers we have incorporated the performance of ten DGFs with various manager styles, aiming to give a balanced view of the market.

Sample Manager Average Returns – Q1 2021

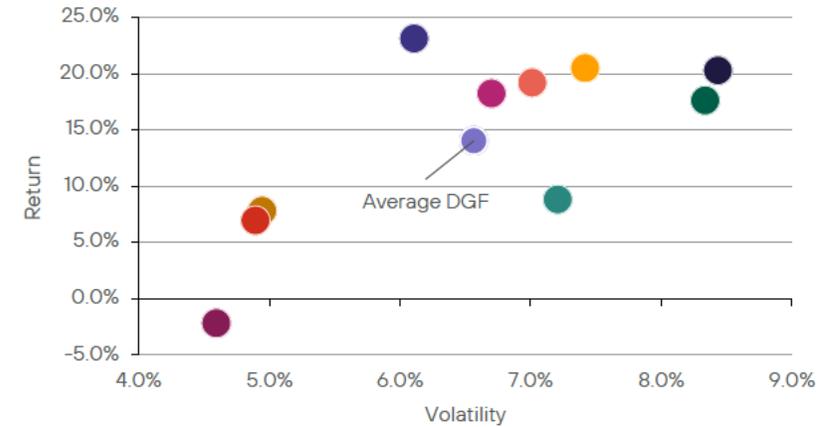


Sample Manager Returns and Volatility – 3 years (p.a.)



Note: Please see Appendix 3 for further information. All returns are quoted net of management fee.
Source: Investment Managers, Isio calculations.

Sample Manager Returns and Volatility – 12 months



Commentary

- The average DGF delivered positive performance over Q1 2021 as equities and commodities rose following the COVID-19 vaccine rollout and further US stimulus. Credit markets detracted due to rising yields following global inflationary concerns – managers who positioned themselves for higher future inflation performed strongly as inflation-linked bonds rallied.
- Growth assets were the main driver of returns over the 12-month period. This has benefited managers with more exposure to equities and commodities relative to broad credit markets. Assets such as equity recovered from the lows seen in March 2020.
- DGF managers are maintaining a positive outlook believing growth assets should benefit from the rollout of COVID-19 vaccines programs supporting the economic re-opening, as well as the ongoing fiscal and monetary stimulus. The main risks identified by managers include increasing debt, inflationary pressure, and political instability.

Market Background – Real Assets

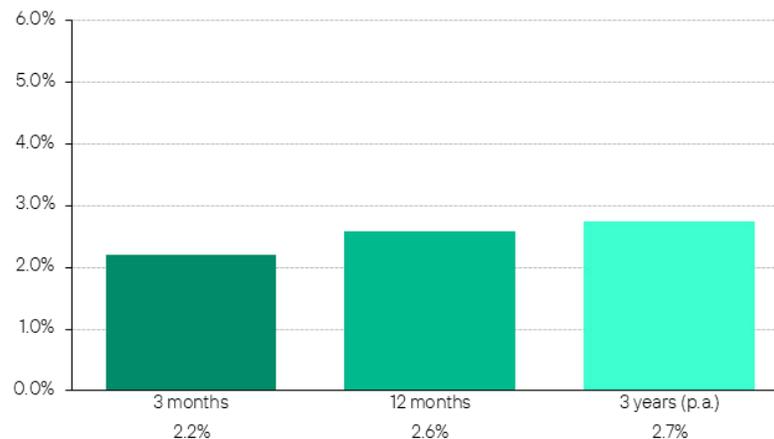
Summary

Both Core and Long Lease Property returned positive performance over the quarter, due to positive income return combined with improved capital values across some sectors.

A successful beginning to the rollout of COVID-19 vaccinations in the UK, alongside a more bullish outlook for economic recovery in the UK, including from the Bank of England, boosted market sentiment.

A familiar theme of divergence between sectors, with leisure and hospitality assets struggling and industrials performing the strongest, continued over the quarter as a further lockdown in the UK led to retail remaining largely online.

Core UK Property Returns

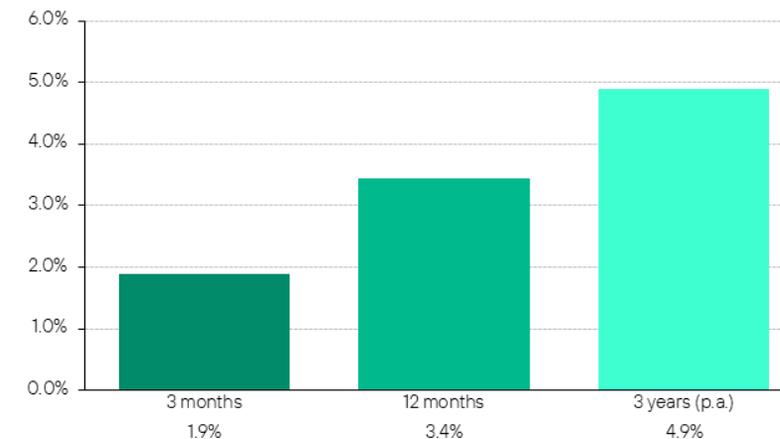


Commentary – Core UK Property

- Core UK property delivered positive returns for the third consecutive quarter following a fall in values during the initial lockdown restrictions of H1 2020. Positive income returns boosted performance, whilst stable capital values implied that further lockdown restrictions in the UK during Q1 2021 were largely priced in to 31 December 2020 valuations.
- Rent collections remain in the region of 65%-80% for Core UK property funds, with retail and leisure assets most impacted. Most managers continue to take a long-term view to rent collection, in some cases extending payment plans in order to ease liquidity strains on businesses currently struggling, but expected to recover.
- Industrials continued to be the strongest performer over the quarter, with most managers noting that demand remains high despite historically low yields.
- A positive start to the UK's COVID-19 vaccination programme led to increased optimism that leisure, retail and office space would see some recovery in activity over 2021. A 2% increase in deal flow reflected some pent up demand for UK property, notably in the industrial sector.

Note: Please see Appendix 3 for further information.
Source: AREF / IPD and Investment Managers.

Long Lease UK Property Returns



Commentary – Long Lease UK Property

- Long Lease Property delivered positive returns over the period, with income return the principle driver of performance.
- Positive income returns for long lease funds continues to benefit from higher rent collection versus core property funds, with managers ranging from 80%-90% collection, reflecting a bias towards less economically sensitive, high quality tenants, which have been less impacted by lockdown restrictions in the UK.
- As in recent quarters, supermarkets performed strongly as demand for consumer staples remained high. Industrial assets, including logistics and online retail warehouses performed strongly as discretionary retail remained largely online.
- Transaction activity in the UK property market, measured by the number of deals completed, increased by 2% versus Q4 2020, reaching the highest levels since pre-Covid-19. However, the total volume of transactions over the period fell.
- Most managers continue to forecast positive capital growth from 2022 onward, as the economy recovers, with income returns expected to remain relatively stable.

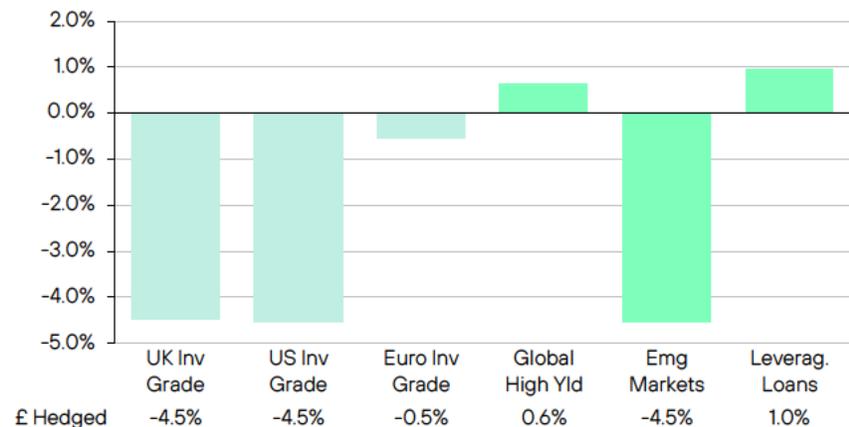
Market Background – Credit

Summary

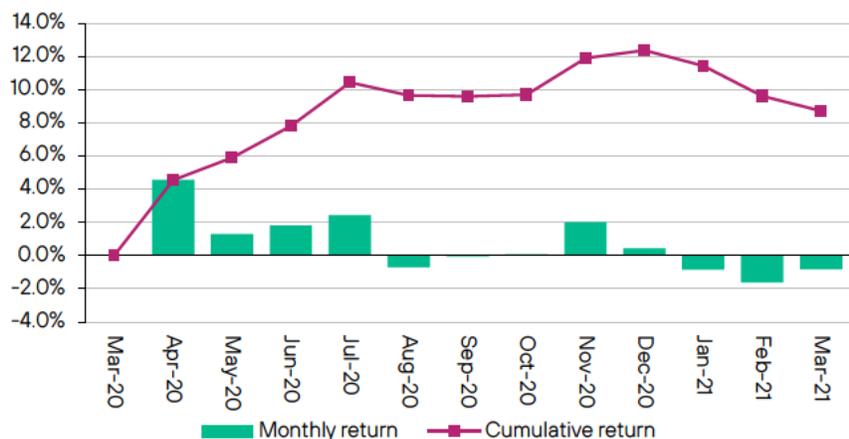
Performance across global credit markets was mixed over Q1, with the interest rate sensitivity of different sub-asset classes being the main driver of relative performance. Rising inflation expectations and developed market government bond yields put pressure on interest rate sensitive markets, such as IG.

Higher yielding asset classes (such as high yield bonds and leveraged loans) fared comparatively better, due to their lower correlation with government bond yields and improved economic outlook among investors. This led credit spreads in these markets to fall below their pre-pandemic levels (i.e. 31 December 2019).

Credit Market Returns – Q1 2021

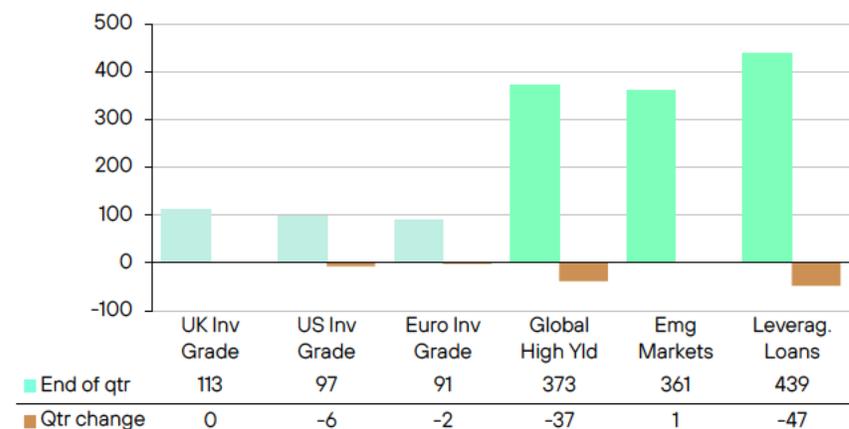


Global Broad Credit Market Return – Last 12 Months



Note: Please see Appendix 3 for further information. Credit spreads are shown in basis points (100 bp = 1%).
Source: Investment Managers, Isio calculations, Eikon

Credit Spreads – Q1 2021



Commentary

Over Q1, the main market trend driving credit markets returns was rising interest rate expectations due to global reflationary fears. This led to interest rate sensitive assets, such as investment grade credit, performing negatively.

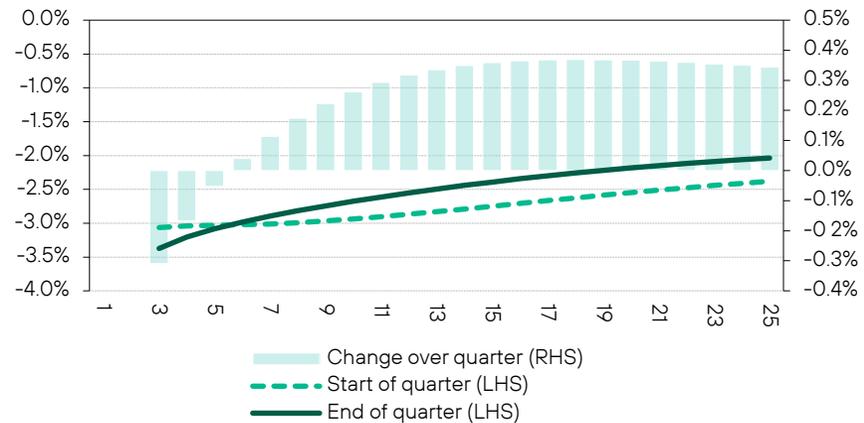
- Total returns within **investment grade ('IG')** credit markets were negative over Q1, despite strong demand for newly issued IG bonds and muted spread movements. This was due to the interest rate sensitivity of this sub-asset class, as IG bond prices followed developed government bond prices downwards.
- **Global high yield ('HY')** bond markets delivered positive total returns, outperforming IG due to their lower sensitivity to interest rate expectations. Performance was driven by spread movements as demand for yield-producing credit increased in Q1, with supportive economic/company earnings data and COVID-19 vaccinations improving investor sentiment towards HY.
- **Emerging market ('EM')** debt markets delivered negative returns over Q1 due to their sensitivity to rising global interest rates. In addition, a strengthening US Dollar also weighed on the asset class, making US Dollar denominated debt more expensive to service in local currency terms.

Market Background – Yields

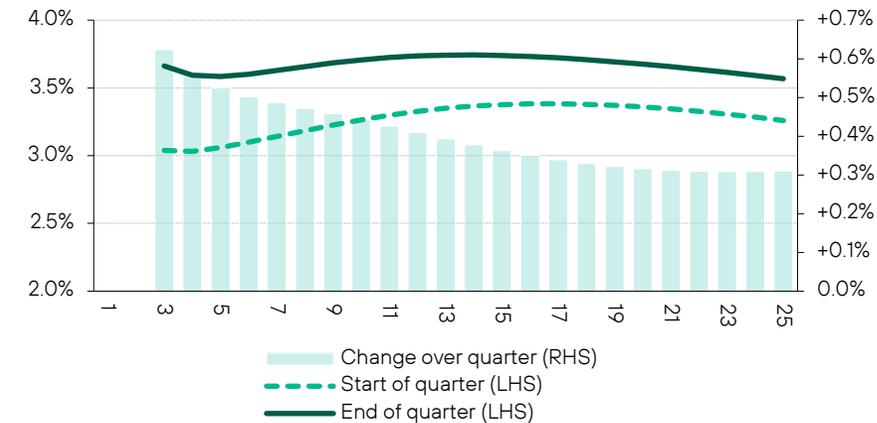
Summary

These curves show gilt yields and inflation expectations at varying time horizons. The horizontal axis represents the number of years.

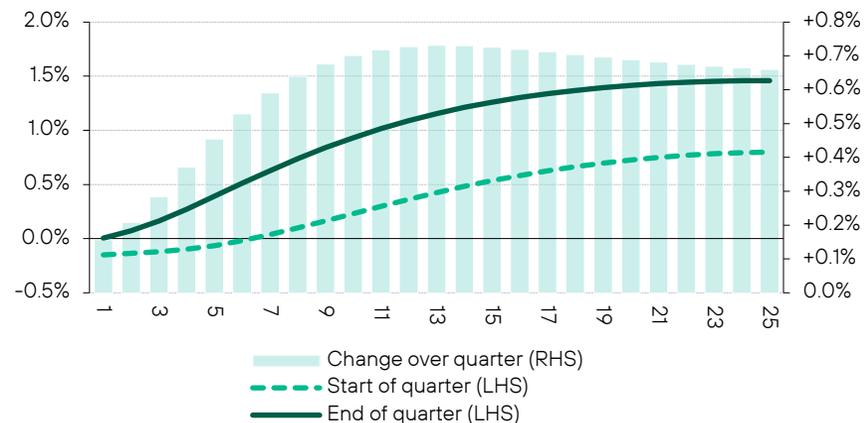
Real Gilt Yields – Q1 2021



Gilt-Implied Inflation – Q1 2021



Nominal Gilt Yields – Q1 2021



Commentary

- Long-dated (20-year) yields at the quarter-end were:
 - Real gilt yield: -2.2%
 - Nominal gilt yield: 1.4%
 - Gilt-implied inflation expectation: 3.7%

Note: Please see Appendix 5 for further information.
 Source: Bank of England, Isio Calculations

Explanation of Market Background

This glossary explains the components of the Market Background charts in Appendix 2.

All returns are in Sterling terms, unhedged, unless otherwise stated. Where “hedged” returns are quoted, these are local currency returns (i.e. any costs and imprecisions in hedging are assumed to be negligible).

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Market Background – Overview

- Returns by Asset Class – The market indices underlying this chart are as follows:
 - UK Equity: FTSE All-Share
 - Global Equity: FTSE World (Unhedged and Hedged)
 - Emerging Market Equity: MSCI Emerging Markets
 - Diversified Growth Funds: mean of a sample of DGF managers
 - Property: IPD Monthly UK
 - Global High Yield: BoAML Global High Yield (GBP Hedged)
 - UK Inv. Grade Credit: BoAML Sterling Non-Gilt
 - Over 15 Years Gilts: FTSE Over 15 Year Gilt
 - Over 5 Years Index-Linked Gilts: FTSE Over 5 Year Index-Linked Gilt
 - Example Liabilities: a simplified calculation illustrating how a typical pension scheme’s past-service liabilities may have moved

Market Background – Global Equity

- Regional Returns – The market indices underlying this chart are as follows:
 - World: FTSE World
 - UK: FTSE All Share
 - North America: FTSE North America
 - Europe ex UK: FTSE Europe ex UK
 - Japan: FTSE Japan
 - Emg Mkts: MSCI Emerging Markets
- Sector Returns – The market indices underlying this chart are the relevant sectors from the MSCI All-Countries index.
- VIX Volatility Index – This is a forward-looking indicator. It represents the expected range of movement (in percentage terms) in the S&P 500 index (i.e. US equities in dollar terms) over the next year at a 68% confidence level. It is calculated using options prices over a 30-day horizon.

Explanation of Market Background (cont.)

This glossary explains the components of the Market Background charts in Appendix 2.

All returns are in Sterling terms, unhedged, unless otherwise stated. Where "hedged" returns are quoted, these are local currency returns (i.e. any costs and imprecisions in hedging are assumed to be negligible).

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Market Background – Real Assets

- Real Assets – The market indices underlying these charts are:
 - Core UK Property: IPD Monthly UK Index
 - Long Lease UK Property: IPD Long Income Property Fund Index

Market Background – Credit

- Sector Returns and Credit Spreads – The market indices underlying this chart are as follows:
 - UK Inv Grade: BoAML Sterling Non-Gilt
 - US Inv Grade: BoAML US Corporate (GBP Hedged)
 - Euro Inv Grade: BoAML Euro Corporate (GBP Hedged)
 - Global High Yield: BoAML Global High Yield (GBP Hedged)
 - Emerging Markets: JP Morgan EMBI Global (GBP Hedged)
 - Leveraged Loans: S&P/LSTA US Leveraged Loan Equity (GBP Hedged)
- Global broad credit market return – The market index underlying this chart is the BoAML Global Broad Market Corporate Index (GBP Hedged):
 - The Global Broad Market Index tracks the performance of investment grade public debt issued in the major domestic and eurobond markets including 'global' bonds.
 - Qualifying bonds must have at least one year remaining term to maturity and a fixed coupon schedule. Bonds must be rated investment grade and be domiciled in a country having an investment grade foreign currency long-term debt rating (based on a composite of Moody's and S&P).

Explanation of Market Background (cont.)

This glossary explains the components of the Market Background charts in Appendix 2.

All returns are in Sterling terms, unhedged, unless otherwise stated. Where “hedged” returns are quoted, these are local currency returns (i.e. any costs and imprecisions in hedging are assumed to be negligible).

Market Background – Yields

- Yields – Yields shown are annual yields (i.e. they have been converted from the “continuously compounded” basis quoted by the Bank of England).
- Example Liabilities – This illustrates how a typical scheme’s past-service liabilities may have moved.
 - It is based on a simplified calculation assuming a scheme with duration 20 years and liabilities split 70% inflation-linked and 30% fixed.
 - Liability movement is calculated using yield changes and unwinding (short-term interest rate with no premium) only with no accrual outgo or inflation experience.
 - A rise in yields equates to a fall in the calculated value of the liabilities (due to the higher discount rate at which the future cashflows are valued) conversely a fall in yields means a rise in liabilities.

Market Background - DGF

- **Diversified Growth Funds (“DGFs”)** – Due to the lack of a market index for DGFs, we illustrate the performance of this by showing the returns of 10 of the largest funds by assets under management. Specifically:
 - Aberdeen Standard Global Absolute Return Strategies
 - Aviva Multi-Strategy Target Return
 - Baillie Gifford Diversified Growth
 - BlackRock Dynamic Diversified Growth
 - Invesco Perpetual Global Targeted Returns
 - L&G Diversified
 - Newton Real Return
 - Nordea Stable Return
 - Ruffer Absolute Return
 - Schroder Diversified Growth
- The Average DGF performance is an equally-weighted average of the sample of 10 managers performance figures.
- Returns are shown net of each manager’s standard fee. While every effort has been taken to select vehicles with institutional/clean fee structures, the impact may not necessarily reflect any particular client’s fee arrangements.
- Volatility is calculated by annualising the volatility of daily returns.
- As clients have specific selection criteria, the managers listed here may not meet any given client’s criteria.
- DGFs encompass a range of investment approaches, return targets, and risk profiles. Consequently, different managers’ returns are not necessarily a like-for-like comparison.

Disclaimers

This report has been prepared for the sole benefit of East Sussex County Council as Administering Authority of the East Sussex Pension Fund

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Performance, Opinions, and Estimated Liabilities

- This report sets out the past performance of various asset classes and fund managers. It should be noted that past performance is not a guide to the future.
- Our opinions (and comparison vs criteria) of the investment managers stated in this report are based on Isio's research and are not a guarantee of future performance. These are valid at the time of this report but may change over time.
- Our opinions of investment products are based on information provided by the investment management firms and other sources. This report does not imply any guarantee as to the accuracy of that information and Isio cannot be held responsible for any inaccuracies therein. The opinions contained in this report do not constitute any guarantees as to the future stability of investment managers which may have an effect on the performance of funds.
- Funds that make use of derivatives are exposed to additional forms of risk and can result in losses greater than the amount of invested capital.
- The estimated liabilities (where quoted) have been "rolled forward" from the last actuarial valuation and/or funding update by taking current bond yields and inflation expectations into account. The methodology underlying the actuarial assumptions (e.g. discount-rate premium mortality real salary growth etc.) is assumed to remain constant for this estimate. Due to the approximate nature of the calculations the Fund's actual experience and changes in future valuation assumptions may mean that the liabilities and funding position calculated at the next actuarial valuation (or funding update) could be significantly different from the quoted estimate.

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Contacts

David O'Hara

Partner

Investment Advisory

+44 (0) 141 739 9133

David.Ohara@isio.com

Andrew Singh

Principal Consultant

Investment Advisory

Telephone +44 131 202 3916

Andrew.Singh@isio.com

Charles Pringle

Consultant

Investment Advisory

+44 (0) 131 378 1726

Charles.Pringle@isio.com

Ric Atalla

Assistant Consultant

Investment Advisory

+44 (0) 131 202 3911

Ric.Atalla@isio.com



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East Sussex Pension Fund

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Fixed Income Training

May 2021

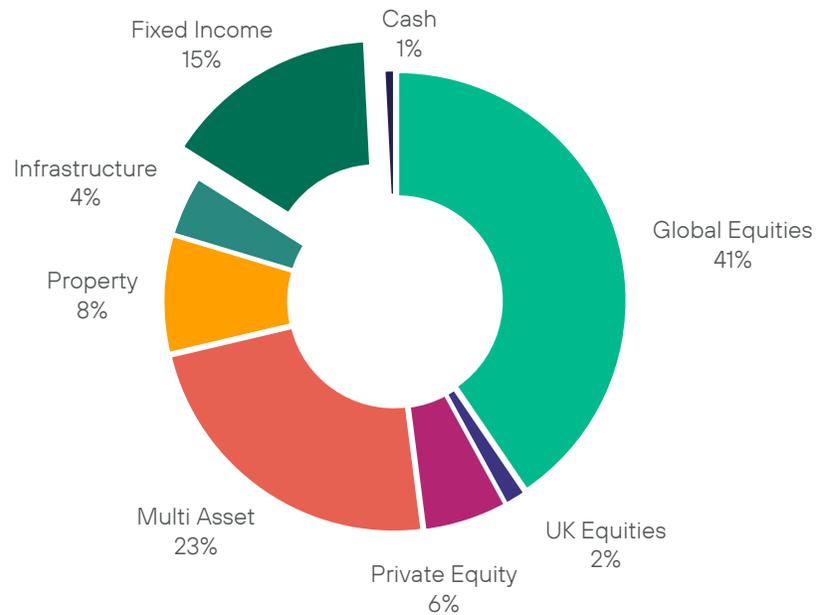
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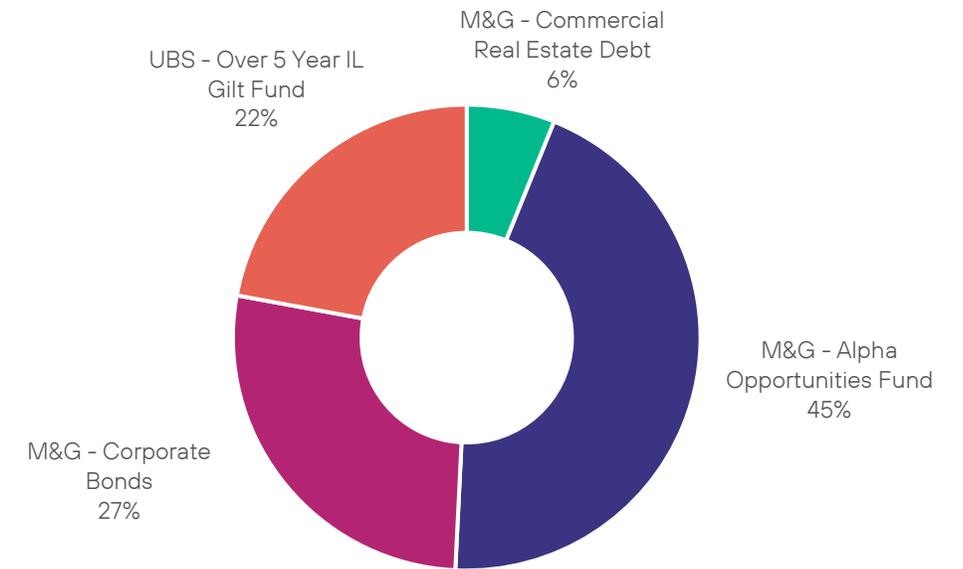
Appendix 3

Current Strategy

Current asset allocation



Current fixed income allocation



What is a Fixed Income Bond?

A form of lending money



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But bonds are bought & sold – the price is affected by supply & demand



Who Issues Bonds?

Government bonds

- Debt securities issued by Governments - 'UK Gilts' and 'US Treasuries'
- Currently c.\$3.3tn outstanding in the UK and c.\$23.5tn in the US
- UK Government debt is rated "AA" and range up to very long term issues
- Can be:
 - *Fixed-interest* - when a set interest payment is made in regular periods;
 - *Index-linked* - when interest payments and principle move in line with an inflation measure

Corporate bonds

- Issued by a private company in order to raise capital.
- Investor lends money to the company and is paid either fixed or variable interest payments
- Currently \$3.4tn in corporate bond debt outstanding in the UK and \$22.5tn in the US (the most liquid market)
- Lower terms than most government bonds – average 8 years
- Higher interest rates to compensate for the additional risk of default.
- Liquid secondary market with trading costs higher than government bonds

Nominal gilt yields - last 10 years



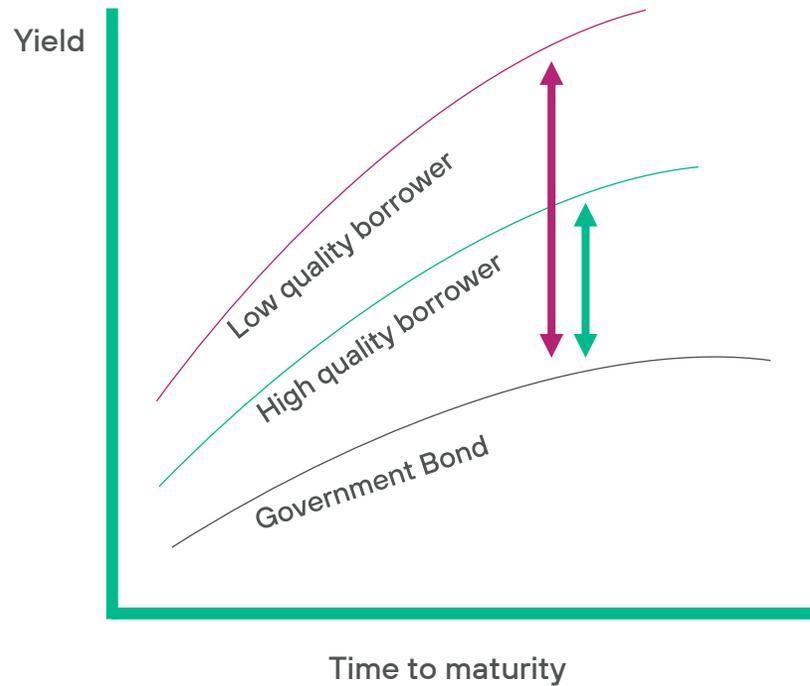
Note: Government and corporate bond debt outstanding as at 30 September 2020. The yield chart shows yield movements at the 10-year tenor over the past 10 years.

Source: Bank for International Settlements, Bank of England, Isio calculations.

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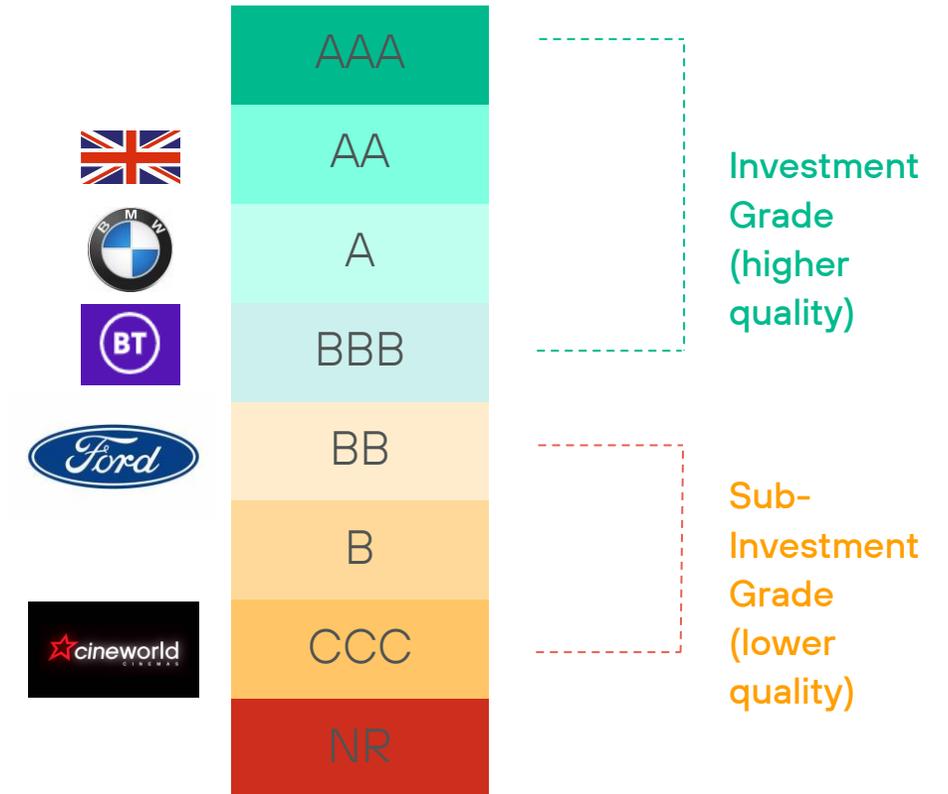
Yield Paid Depends on a Range of Factors

Reward for taking on credit risk



Higher return (yield) paid for longer maturities, and for taking on a higher risk of default

Credit ratings



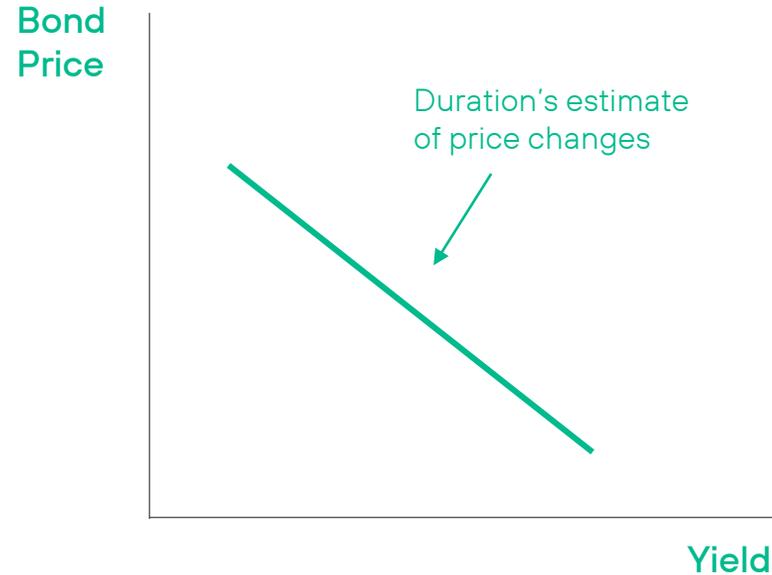
What is Duration?

- Duration measures a bond's price sensitivity to interest rate changes.
- The duration of a bond is measured in years as it is also measure how long it takes for an investor to be repaid the bond's price by the bond's total cash flows.
- In general, the higher the duration, the more sensitive a bond's price is to interest rates

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Certain factors can affect a bond's duration, including:

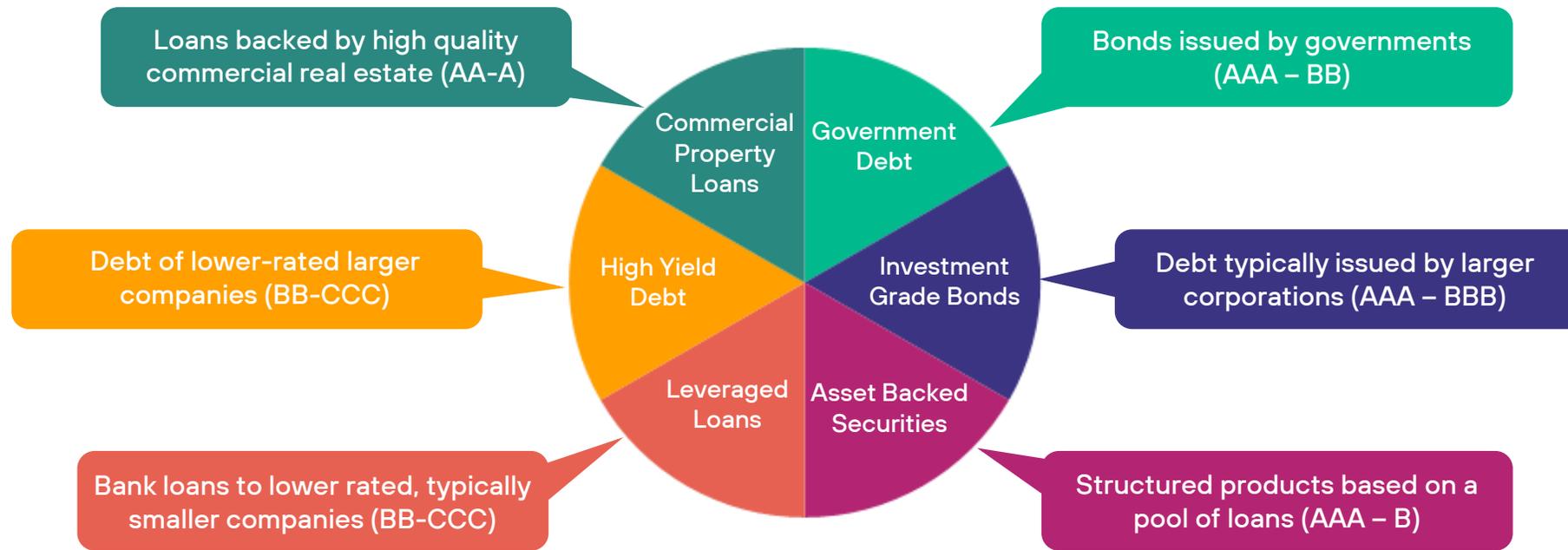
- Time to maturity
- Yield



Higher Duration = Higher Interest Rate Sensitivity

↑ Interest Rates = ↓ Bond Value
...and vice versa

Different Types of Fixed Income Investments



Different managers and mandates target different areas of the market
These differ across public/private, credit quality, collateral and risk/ reward

Contacts

David O'Hara

Partner
Investment Advisory
+44 (0) 141 739 9133
David.Ohara@isio.com

Andrew Singh

Principal Consultant
Investment Advisory
+44 (0) 131 202 3916
Andrew.Singh@isio.com

Douglas Sayers

Executive Consultant
Investment Advisory
+44 (0) 141 739 9139
Douglas.Sayers@isio.com

Aimee Hunter

Assistant Consultant
Investment Advisory
+44 (0) 141 739 9125
Aimee.Hunter@isio.com



East Sussex Pension Fund

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Fixed Income Review of Current Holdings

May 2021

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Appendix 4

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Introduction and Background

Addressee

- This report is addressed to the East Sussex County Council as Administering Authority of the East Sussex Pension Fund ("the Fund").

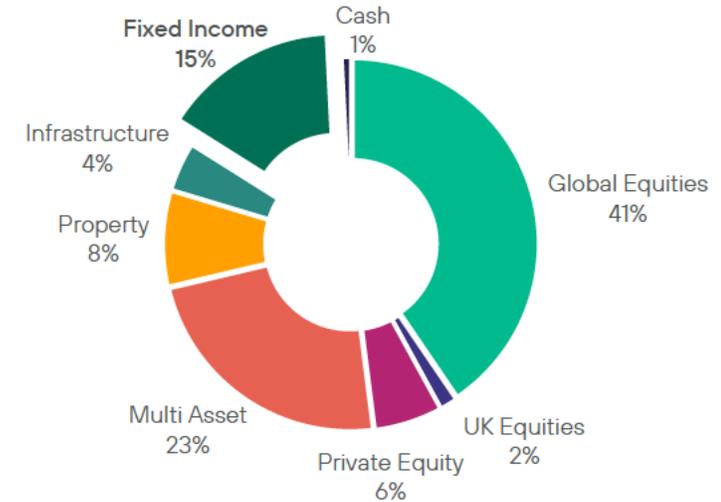
Background

- The Committee has instructed Isio to undertake a review of the current investment strategy which is due to be discussed at the July meeting. Ahead of this wider review, Isio has also been asked to provide some training for the Committee on fixed income as an asset class together with an overview of the current portfolio. The training material has been provided alongside this review.
- A detailed report will be presented to the September meeting. This will focus on the Fund's cashflow requirements and provide recommendations on evolving the bond portfolios.
- The Fund's current strategy includes a 16.5% strategic allocation (15% currently invested) to fixed income investments (i.e. a range of different bond based strategies). These include inflation linked government bonds (index linked gilts), corporate bonds, commercial real estate debt ("CRED") and diversified credit ("DCF"). DCF invests in a wide range of different bond markets at the managers discretion.

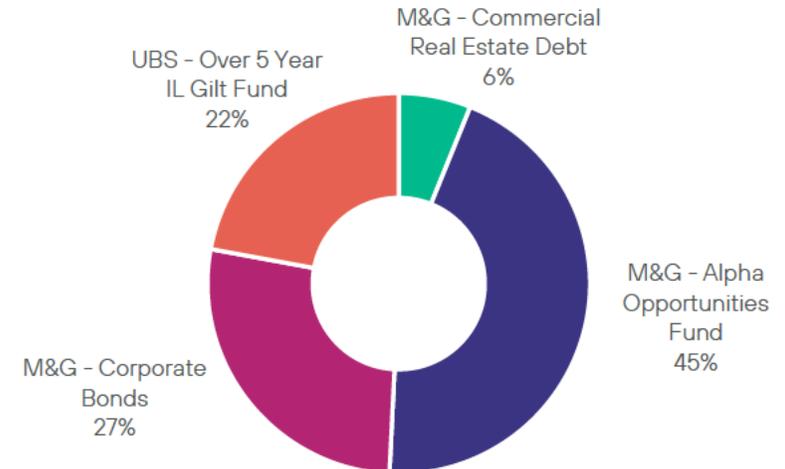
Scope of report

- The scope of this paper is to provide the following:
 - An overview of the Fund's current exposure to bond markets;
 - Analysis of the geographical, sector and credit quality of the portfolio;
 - Our views on the M&G Real Estate Debt Fund and the M&G Alpha Opportunities Fund, noting the recent significant departures from the M&G private debt teams. We have also included a high level summary of the manager's approach to environmental, social and governance (ESG) issues and comment on the exposure to fossil fuels.

Current asset allocation



Current fixed income allocation breakdown



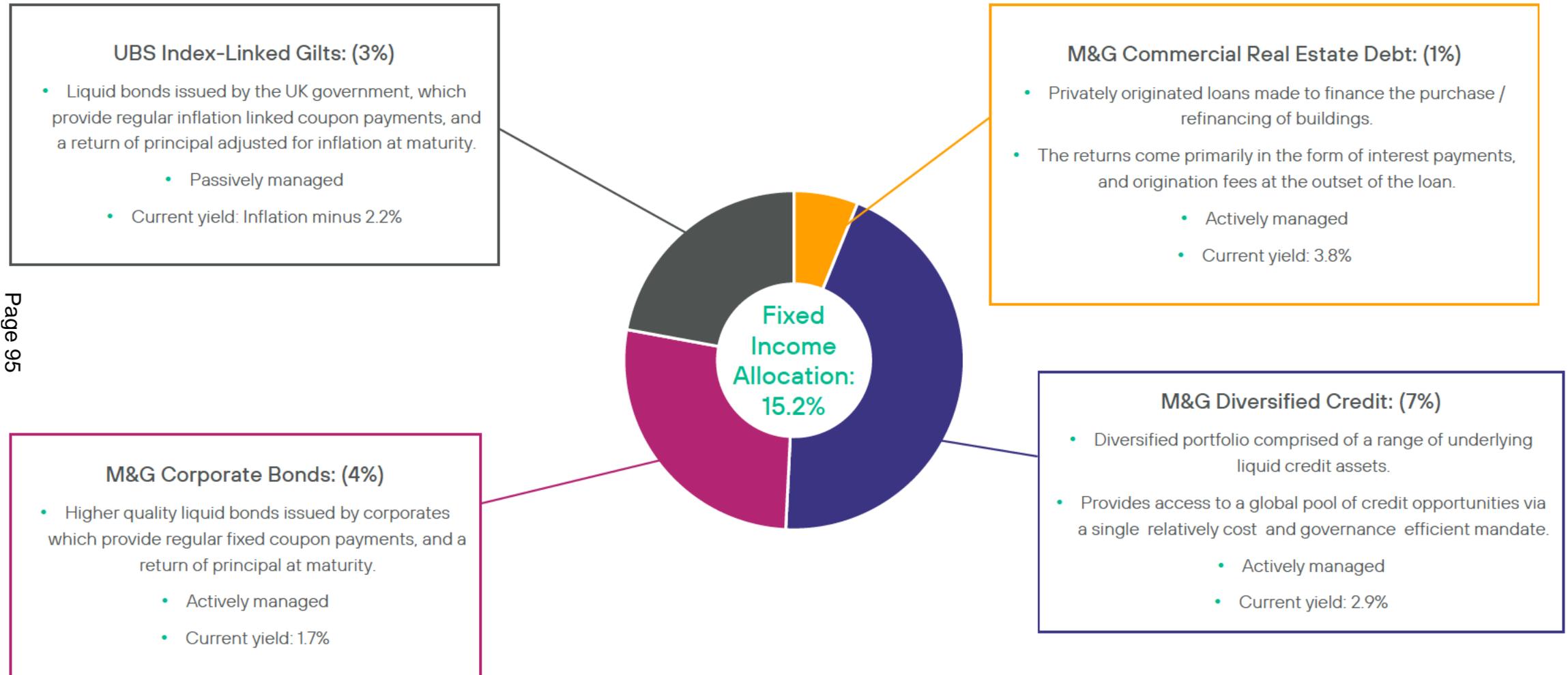
Current portfolio

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Current Fixed Income Holdings

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Source: Investment managers at 31 December 2020

Asset Class Summary

Fixed Income Holdings

Index-Linked Gilts ('ILG')

Index-linked gilts are government bonds whose coupons and principal rise in line with RPI inflation. ILG are popular instruments for pension scheme investors, because of the liability matching qualities, diversification and downside protection properties they provide. They also one of the only assets to provide exposure to uncapped rises in inflation expectations, and are one of the most simple and effective ways of inflation hedging.

ILG funds typically invest in bonds of a specific maturity range, depending on the overall parameters of the product.

Expected net return p.a. Gilts

Volatility p.a. 11%

Liquidity Daily

Inflation linkage 100%

Corporate Bonds

Corporate bonds are debt instruments issued by companies which typically pay periodic interest coupons until the principal amount is repaid at maturity. Investment Grade ("IG") bonds are issued by companies considered to be relatively lower risk and the bonds are rated from AAA to BBB. High yield bonds are issued by companies deemed to be lower down the credit spectrum.

Corporate bond investments by pension schemes play a dual role in the portfolio: to serve as a proxy matching asset class and to provide a source of growth returns.

Expected net return p.a. Gilts + 0.8%

Volatility p.a. 9%

Liquidity Daily

Inflation linkage Low

Diversified Credit ('DCF')

DCF portfolios consist of primarily Investment Grade, High Yield and Emerging Market Debt, but managers have discretion to access other areas within credit markets such as Bank Loans and Asset/Mortgage backed securities.

Diversified Credit Funds seek to generate the majority of the returns from credit risk, and to a lesser extent from other risks like duration, political and currency risks. Similar to other credit funds, outperformance relative to benchmark is usually from asset allocation and stock selection, both of which are dependent on manager skill.

Expected net return p.a. Gilts + 2.5%

Volatility p.a. 11%

Liquidity Monthly

Inflation linkage Low

Commercial Real Estate Debt ('CRED')

CRED funds are comprised of a concentrated portfolio of loans, backed by commercial real estate.

Unlike traditional property investments, which rely heavily on capital appreciation for returns, the returns on CRED funds primarily come in the form of coupon payments and origination/prepayment fees. This increases the certainty of returns and reduces reliance on property valuations.

Whole Loan

Expected net return p.a. Gilts + 3.5%

Volatility p.a. 8-10%

Liquidity Very low – closed ended funds

Inflation linkage Low

Investment Managers

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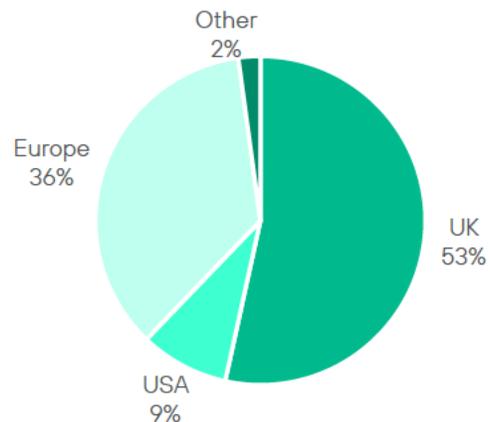
Current Manager Overview

	UBS		M&G	
Name of Fund	Over 5 Year IL Gilt Fund	LF Access Sterling Corporate Bond Fund	Alpha Opportunities Fund	Real Estate Debt Fund VI
Asset Class	Index-Linked Gilts	Corporate Bonds	Diversified Credit	Commercial Real Estate Debt (CRED')
Fund Size	£3bn	£170m ²	£10bn	REDF IV: £971m ⁴ REDF V: £474m ⁴ REDF VI: £838m ⁴
Holding Size (% Weight)	£138m (3%)	£170m (4%)	£280m (7%)	£38m (1%)
Strategic Weight	3%	4%	7%	3%
Target Return	To match benchmark ¹	Composite Return ³ + 0.5% p.a. (net of fees)	LIBOR + 2.6% to 4.6% p.a. over an investment cycle (net of fees)	REDF IV: 2.7% ⁵ REDF V: 7.6% ⁵ REDF VI: 4.5% ⁵
Active/Passive	Passive	Active	Active	Active
Open/Closed Ended	Open	Open	Open	Closed (Scheduled maturity date: 20 December 2027)
Liquidity	Daily	Daily	Monthly	N/A (closed-ended)
Target Credit Quality	Investment grade credit only (AA rating given for the British Government)	Investment grade average with maximum of 10% permitted in sub-investment grade	No set target but the Fund will retain an average rating of investment grade quality	No set target however REDF VI splits investments between REDFIV and REDFV which invest in investment grade and sub-investment grade debt respectively
Current Duration	23.8 years	12.5 years	0.2 years	N/A
% Inflation Linkage	100%	-	-	-

Notes: Data as at 31 December 2020 unless otherwise stated. ¹ Benchmark is the FTSE Index-Linked Gilts Over 5 Years index. ² Total fund size is equal to East Sussex holdings as this is a segregated mandate. ³ Composite return is iBoxx Sterling Over 15 Year Non-Gilts Index (50%) and the iBoxx Sterling Non-Gilts Index (50%) over any three year period. ⁴ Total commitments shown. ⁵ Net projected IRR shown.
Source: investment managers, Isio calculations.

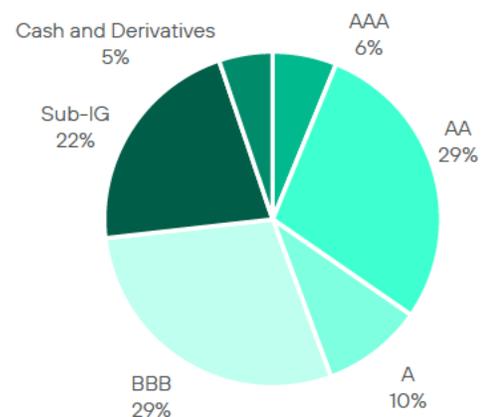
Look Through Exposure

Geographic Exposure



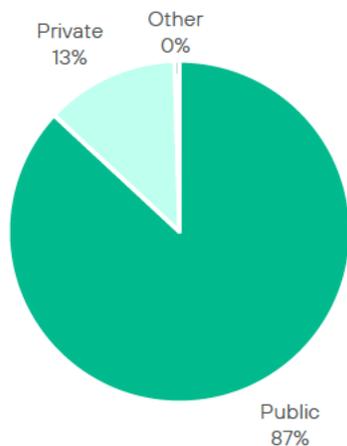
- Significant UK bias – driven by CRED, Corporate Bonds, and Gilts
- Lack of US exposure relative to market, across all mandates – M&G has a European focus
- Scope to further diversify geographic exposure.

Credit Rating Breakdown



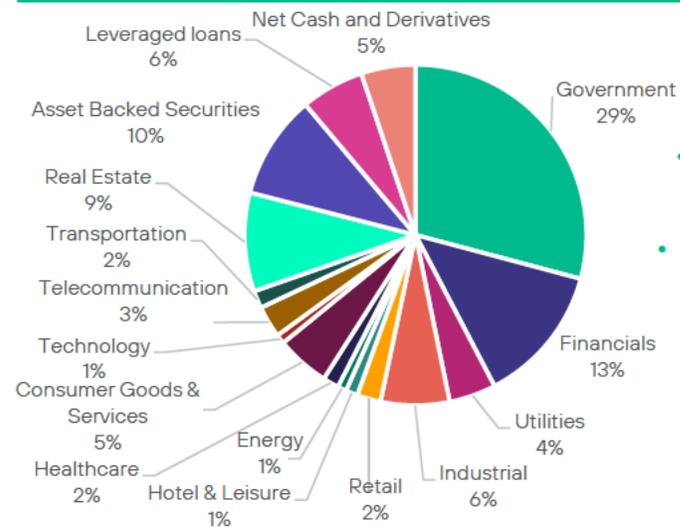
- Diversified across the credit spectrum, with an average investment grade credit rating
- Higher returning credit mandates, CRED largely focussed on below investment grade ratings.

Public vs Private Asset Exposure



- Majority of fixed income exposure in public markets, with CRED the only sole private exposure
 - There is scope to introduce further private credit exposure, providing greater scope to harvest an 'illiquidity premium'

Sector Breakdown



- Well diversified across underlying sectors
- Some limited exposure to sectors such as retail and leisure.

Initial observations

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Strategic Perspective

Index linked gilts

- A significant rise in inflation remains one of the Fund's most significant risks – all of the benefit payments are inflation linked and rising inflation will lead to a higher value of liabilities.
- We believe there is strong strategic rationale for the allocation to index-linked gilts, due to the direct inflation protection offered by this asset class. However, yields remain extremely low (inflation minus 2.2% p.a.).
- We are supportive of this allocation, but alongside this believe the Committee should continue to explore any other investments which provide an element of direct inflation protection with a higher yield (e.g. long lease property, infrastructure).

Corporate bonds

- We believe there is limited strategic rationale for this allocation. The current mandate provides limited prospective return, given how low credit spreads are, whilst the risk reduction characteristics are also somewhat limited given that corporate bonds offer no inflation protection (and limited sensitivity to changing interest rates vs government bonds)
- We believe this capital could be better deployed elsewhere.

Diversified credit

- We believe diversified credit plays a useful role within your portfolio, providing diversification, stability and downside protection. The mandate should also provide an element of stability in an environment where interest rates are rising given it is not directly exposed to falling bond prices if interest rates do rise.
- We believe there is a strong rationale to retain a diversified credit mandate. The existing approach has a bias towards European markets which could be diversified more broadly.

Real estate debt

- We believe there is strong strategic rationale for the allocation to private market credit and to commercial real estate debt within this.
- This asset class offers contractual returns and scope, and believe it offers attractive risk diversification at the portfolio level. The Fund's allocation to the asset class, and private debt in general, is currently relatively low, and could be increased.
- We believe that whole loan CRED offers a more attractive risk/return profile than standalone junior or senior deals. By investing in the entire debt portion of a real estate deal, managers can achieve a premium in terms of return per unit of risk. This is achieved primarily due to the the governance efficiencies available to borrowers.

Manager Perspective

Index linked gilts

- UBS has proven to be capable at tracking the index-linked gilt benchmark. The fees paid on the mandate are also attractive.
- UBS is currently the passive manager employed by the Access pool and also provides wider passive investments for the Fund. We do not have any specific concerns around this mandate.

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Corporate bonds

- M&G is a very credible investment grade bond manager. However, from a strategic point of view, we believe this capital could be better deployed elsewhere.

Diversified credit

- We rate M&G highly in this space. However given the size of the mandate and some of the biases in the existing exposure, we believe there could be merit in considering diversifying the manager-specific risk by introducing a second provider.
- We note the Committee has expressed concern in relation to the fund's fossil fuel exposure and this is explore further in the next section of this report.

Real Estate Debt

- The Fund's exposure is currently a blend of senior real estate debt and subordinated real estate debt with M&G. This is a relatively unusual structure.
- We previously rated M&G highly (green on a traffic light scale), but in the light of very significant departures from the team, we have downgraded this proposition to amber. We consider this in more further in the next section of this report.

M&G Considerations

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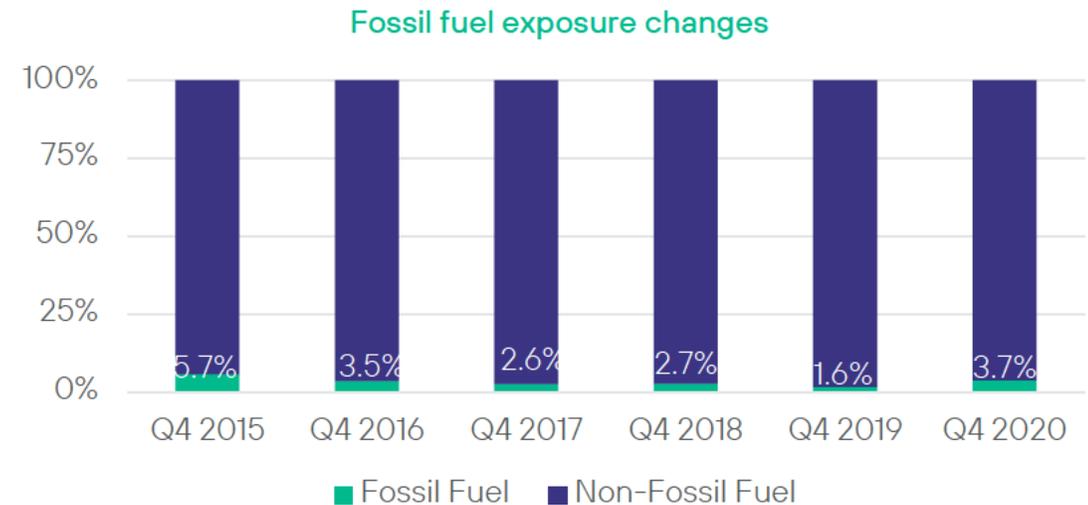
M&G Alpha Opportunities – Fossil Fuel Exposure (1)

Overview

- M&G do not view fossil fuel exposure at a top-down level, instead any exposure is derived based on bottom-up, issuer by issuer assessment. Exposure over time has not meaningfully changed.
- Engagement and active ownership are preferred to exclusion as they are seen as particularly attractive opportunities to drive positive change and generate positive performance, whilst having a minimal impact on the portfolio's risk and return .
- A sustainable version of the Alpha Opportunities Fund is launching in Q3, with a 'Net Zero by 2050' target amongst other sustainability driven exclusions and goals.

Portfolio level

- Fossil fuel exposure in the portfolio is built from the bottom-up and is based upon the manager's view on the compensation (i.e. the incremental yield) relative to the risk being run.
- The Fund's exposure to fossil fuels was 2.0% of total portfolio value as at 31 March 2021. The change over time is consistent with M&G's bottom-up approach and the current level of exposure within the Fund is significantly lower than a comparable index. We note that, in comparison, the M&G Corporate Bond Fund has an exposure of c.8.0% to fossil fuels (slightly below the comparative benchmark allocation of 9.0%).
- M&G believe being invested and engaging is more beneficial than divesting and the implications of increasing a company's cost of capital. It is noted financing is required in order to pursue sustainable projects. By remaining invested M&G can engage and encourage investee companies to pursue these.



Source: M&G

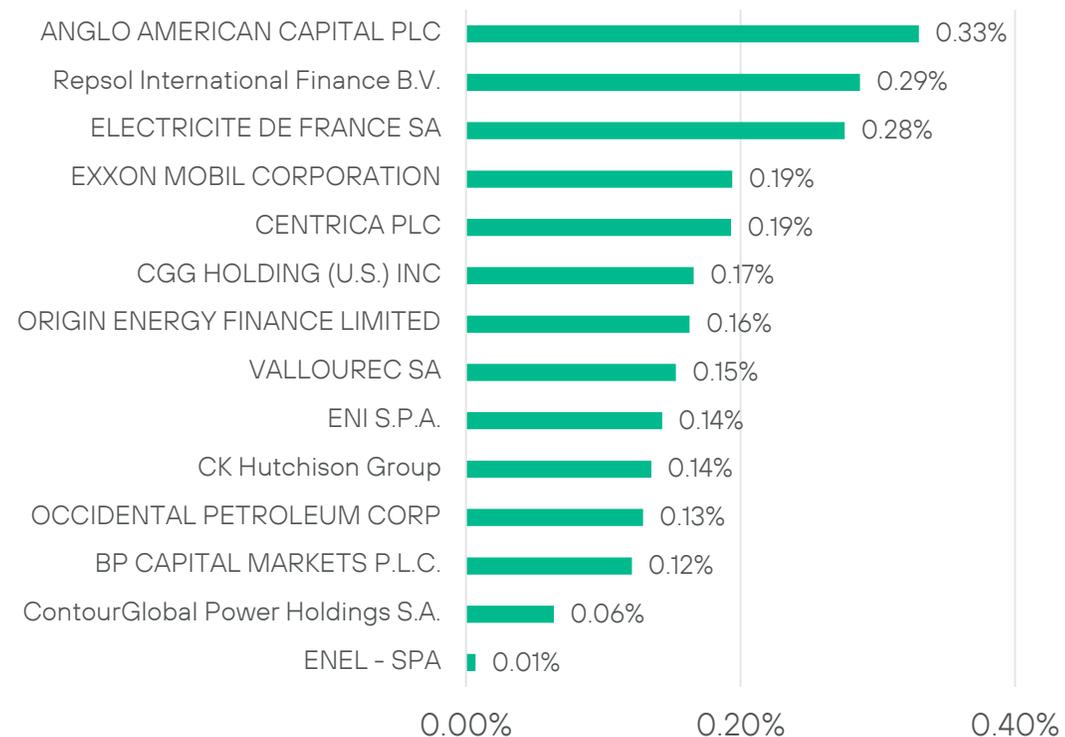
M&G Alpha Opportunities – Fossil Fuel Exposure (2)

Issuer level

- M&G believe that ESG factors can impact on long-term investment outcomes. M&G’s bottom-up approach selects securities based on the value offered and the perceived risk in holding that security. Exposure to fossil fuels is typically justified by environmental commitments that are at least in line with market norms, whereby the risk is assessed as being adequately compensated.
- Examples of exposures in the portfolio and their commitments:
 - **Repsol:** A Spanish petrochemicals company that became the first major oil company to commit to Net Zero by 2050, in 2019.
 - **Anglo American:** A multinational mining organisation that has an objective of exiting thermal coal activity in the next three years.

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M&G AOF - Top 10 exposures to fossil fuel



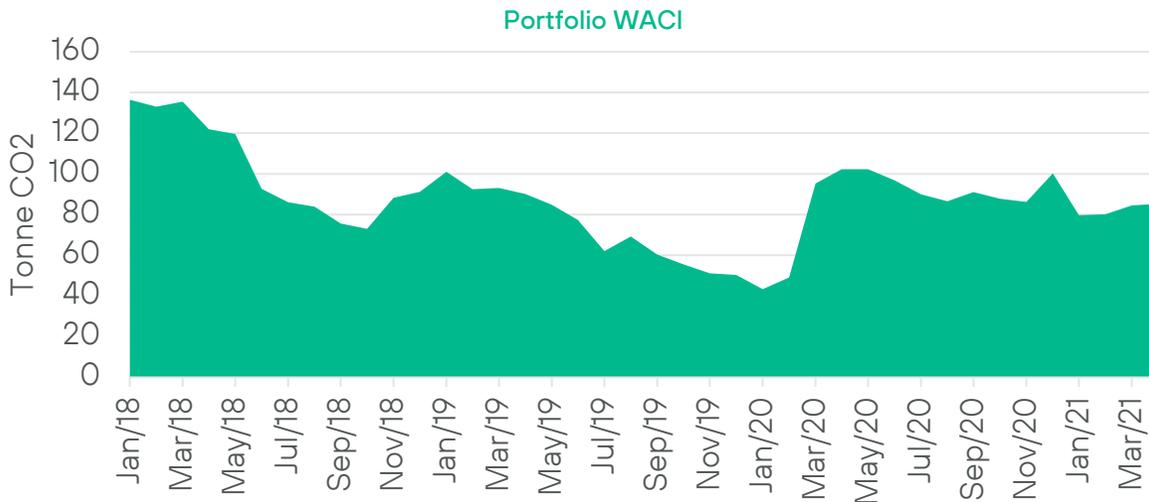
Source: M&G. As at 31 March 2021.

M&G Alpha Opportunities – Fossil Fuel Exposure (3)

Weighted average carbon intensity ('WACI')

- This metric allows comparison of a portfolio's carbon emissions (scope 1 + 2, relative to sales) to a comparable benchmark.
- The Fund's WACI as at 31 March 2021 was 90.2 tonne CO2 equivalent, which is significantly lower than the broad universe of 304.8.
- Availability and quality of data in carbon metrics remains a problem for the industry as coverage is inadequate and the data often misrepresents 'actual' figures.
- As with fossil fuel related issuers, M&G aim to engage with those issuers with a greater WACI and consider their climate risk objectives. For example:
 - **OCI (largest WACI contributor):** Chemical company developing sustainable alternatives which have a 60% GHG saving.

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Engagement rather than Exclusion

- M&G's scale provides them the opportunity to engagement and develop relationships with investee companies, beyond the traditional engagement point at issuance.
- Engagement is conducted through the SASB Framework, allowing material risks to be identified and acted upon accordingly.
- M&G encourage issuers to commit to reducing carbon intensity. In areas such as fossil fuels/coal, where engagement is not achieving the desired outcome, exclusion is used.
- Within the constraints of fixed income engagement, M&G demonstrate strong credentials (e.g. 404 meetings with 332 issuers in 2019) and have provided examples of both investee companies and where they rejected the investment opportunity.

Examples:

LyondellBasel

- This chemicals based company who does not have a Net Zero 2050 commitment. M&G have recently utilised their position in 'Climate Action 100+' requesting related items were added to the AGM agenda.

Carnival Corporation (Cruise Ships)

- Engaged in late 2019 to address water pollution, sulphur fuel usage and a capsizing event. A failure to acknowledge or address the issues resulted in M&G not participating in a new issue.



M&G Team Changes

Overview

- M&G recently announced a number of significant senior team changes within their private debt teams. This is directly relevant to the Fund's investment in the Real Estate Debt Fund and weakens the proposition in our view. We outline the changes for each of the various functions below and share some more detailed thoughts on the real estate debt team in our due diligence not in the appendix.
- The changes do not directly impact the Corporate Bond or Alpha Opportunities teams and we retain our Green rating of Alpha Opportunities. **However, there is a direct impact on the real estate debt fund and we have downgraded our rating of this (from green to amber) reflecting the significant departures.**

Fund specific: Real Estate Debt

- The most significant of the reported team changes, M&G announced that four senior members of the Real Estate Finance team had handed in their resignation.
- As three of those resigning formed the entirety of the team's investment committee, M&G will be undertaking a process to identify and select a new investment committee. Key man clauses in the fund documentation relating to those resigning will pause the deployment of any further capital until the new investment committee is approved by >50% of investors.
- The team remains large relative to other real estate debt teams in the industry with an established 17 member team continuing to operate across origination, asset management, investor relations and operations. Two existing members of the Real Estate Finance team, Duncan Batty and Dan Riches have been promoted to co-head the team.

Other business areas: Debt Opportunities

- Co-Head of the restructuring team, Rafael Cerezo, resigned to undertake a career break and travel with his family. Rafael's responsibilities remain with Andrew Amos (previously Co-Head) who now solely leads the team and has been a fund manager since 2012. Andrew had been part of the team managing the Debt Opportunities strategies since inception. Rafael's assets had been moved to other members of the DOF team since he became co-head and co-fund manager in June 2020. We are comfortable in the structure and expertise of the existing team following Rafael's departure.

Other business areas: Specialty Finance

- Vaibhav Piplapure, who co-founded the Specialty Finance team in 2017, advised that he would be resigning and taking up a new role at KKR. Jerome Henrion, who co-founded the team with Vaibhav in 2017 will remain as the fund manager for the fund and continue as head of the team.
- Asim Zaman, who has 11 years' experience in structuring, trading and rating structured finance transactions, (most recently at Barclays), has been hired in Vaibhav's place.
- The existing team is well experienced and supported. M&G advised that two further individuals have been identified and will be joining the team in the upcoming months.

Summary

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Summary

Current holdings

- The Fund's current strategic weight to fixed income is 16.5% of total Fund assets with the current allocation 15%. This allocation is spread across a variety of fixed income investments. These include index linked gilts, corporate bonds, commercial real estate debt, and diversified credit.
- The intention is that the overall allocation to fixed income is reviewed at the upcoming strategy in July and subsequently the composition and strategic direction of the fixed income portfolio is reviewed in September.
- We have identified some areas for consideration in relation to the mandates within the portfolio. The Trustees should consider the strategic direction of the fixed income portfolio and how this could be enhanced to meet the Fund's objectives. We have summarised our initial observations and recommendations on this page.

Strategic thought

- We are comfortable with the Fund's allocation to index-linked gilts and real estate debt as there is strong strategic rationale for these mandates within the portfolio. We believe there is scope to seek additional yield through assets that are directly linked to inflation but higher yielding than government bonds, and scope to increase the overall allocation to illiquid credit.
- The Fund's allocation to diversified credit plays a useful role within your portfolio, providing diversification, stability and downside protection. However due to M&G's bias towards European markets we believe there could be merit in introducing a second provider within the diversified credit space.
- We believe there is limited strategic rationale for the Fund's allocation to corporate bonds and the Trustees should considering deploying this capital elsewhere.

Manager thoughts

- We have mixed views on the Fund's current fixed income managers.
- UBS have proven to be a capable and cost effective manager government bond manager and we have no specific concerns surrounding this allocation.
- The significant team changes within the M&G private debt team is an area that we will continue to monitor in the light of recent downgrade to 'Partially Meets Criteria'. The loss of experience within the team is concerning and negatively impacts our view on the Fund's allocation to CRED with M&G.
- In relation to the diversified credit holdings, we believe M&G are credible in this space and have demonstrated their ability to perform well. We have no concerns with this mandate currently. M&G are also a credible corporate bond manager. however, as noted we believe this capital could be better deployed elsewhere from a strategic standpoint..

M&G AOF fossil fuel exposure

- Over time M&G's exposure to fossil fuels has not meaningfully changed (currently 2.0% of the fund), and remains materially lower than the comparative benchmark. M&G build their exposure (including fossil fuel exposure) from the bottom up and appear to have sound justification for holding the fossil fuel related names from an ESG point of view.
- There is a sustainable version of the Alpha Opportunities Fund is launching in Q3 2021, with a 'Net Zero by 2050' target amongst other sustainability driven exclusions and goals. This could be an opportunity for the Fund to maintain it's diversified credit exposure with M&G in a more ESG conscious manner.

Appendix

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Contacts

David O'Hara

Partner
Investment Advisory
+44 (0) 141 739 9133
David.Ohara@isio.com

Andrew Singh

Principal Consultant
Investment Advisory
+44 (0) 131 202 3916
Andrew.Singh@isio.com

Douglas Sayers

Executive Consultant
Investment Advisory
+44 (0) 141 739 9139
Douglas.Sayers@isio.com

Aimee Hunter

Assistant Consultant
Investment Advisory
+44 (0) 141 739 9125
Aimee.Hunter@isio.com

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AGENDA

ACCESS JOINT COMMITTEE

Monday, 8th March, 2021, at 10.00 am

Ask for: **Joel Cook**

Online

Telephone **03000 416892**

In response to COVID-19, the Government has legislated to permit remote attendance by Elected Members at formal meetings. This is conditional on other Elected Members and the public being able to hear those participating in the meeting. This meeting will be accessible online and can be watched via the Media link on the Webpage for this meeting.

Membership

Chair: Cllr Mark Kemp-Gee (Hampshire CC), **Vice-Chair: Cllr Susan Barker** (Essex CC), **Cllr Adrian Axford** (Isle of Wight), **Cllr Jonathan Ekins** (Northamptonshire CC), **Cllr Gerard Fox** (East Sussex CC), **Cllr Jeremy Hunt** (West Sussex CC), **Cllr Judy Oliver** (Norfolk CC), **Cllr Terry Rogers** (Cambridgeshire CC), **Cllr Ralph Sangster** (Hertfordshire), **Cllr Charlie Simkins** (Kent CC) and **Cllr Karen Soons** (Suffolk CC)

UNRESTRICTED ITEMS

(During these items the meeting is likely to be open to the public)

1. Apologies & Substitutes
2. Declaration of interests in items on the agenda
3. Minutes of the meeting held on 13 January 2021 (Pages 1 - 6)
4. Chair's remarks
5. Business plan & risk summary (Pages 7 - 12)
6. Motion to Exclude the Press and Public

RESOLVED that under Section 100A of the Local Government Act 1972 the press and public be excluded from the meeting for the following business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 3 & 5 of part 1 of Schedule 12A of the Act.

EXEMPT ITEMS

(During these items the meeting is likely to not be open to the public)

- | | | |
|-----|------------------------------------|-------------------|
| 7. | Scheduled BAU Evaluation | (Pages 13 - 50) |
| 8. | Communications - Engine MHP | (Pages 51 - 56) |
| 9. | Implementation Adviser Procurement | (Pages 57 - 60) |
| 10. | Performance Report | (Pages 61 - 80) |
| 11. | Sub-fund implementation | (Pages 81 - 88) |
| 12. | Contract Management | (Pages 89 - 108) |
| 13. | Risk Register | (Pages 109 - 116) |

Dates of future meetings

Friday 25 June 2021

Monday 6 September

Monday 6 December

Monday 7 March 2022

Format (virtual, hybrid or physical) and venues, if relevant, of future meetings are subject to appropriate risk assessment and national COVID-19 guidance

Joel Cook
Clerk to the Joint Committee
03000 416892

Friday, 26 February 2021

Report to: Pension Committee

Date of meeting: 22 June 2021

By: Chief Finance Officer

Title: Governance Report

Purpose: To provide an update on various governance workstreams completed and changes effecting the Local Government Pension Scheme (LGPS) and East Sussex Pension Fund (ESPF)

RECOMMENDATIONS

The Pension Committee is recommended to:

- 1) Approve the change in the wording of the Internal Dispute Resolution (Appendix 1);
 - 2) Approve the new Risk Management policy (Appendix 2);
 - 3) Note the potential change in The Pension Regulator (TPR) expectations;
 - 4) Approve the new approach to manage requests for fees to be waived due to financial hardship (Appendix 4);
 - 5) Approve the revised Governance and Compliance Statement (Appendix 6);
 - 6) Note the planned production of an annual report of the Pension Board to the Scheme Manager;
 - 7) Note the update on the McCloud Working Group;
 - 8) Note developments on the SAB Good Governance project; and
 - 9) Note the update on Additional Voluntary Contributions (AVC's) and approve a review of the AVC offering later in the year
-

1. Background

1.1 This report is brought to the Pension Committee to provide an update on the steps being taken to adopt good practice and ensure compliance with regulatory requirements for the East Sussex Pension Fund (the Fund or ESPF).

1.2 This report outlines a number of changes to Pension Fund policy for approval.

2. Internal Dispute Resolution Procedure (IDRP)

2.1 The Fund's Officers have been undertaking a review of current documentation being used, including policies and procedures. As part of this review it was identified the wording of the IDRP differs from that used in primary legislation when discussing who is able to raise a complaint.

2.2 It is not believed that the current wording has led to any of our stakeholders being disadvantaged. However, for future clarity, the IDRP could be adapted to mirror the wording in Pensions Act 1995.

2.3 It is recommended that the new wording be adopted in order to clearly demonstrate the Fund's IDRP is consistent with legislative requirements. The new wording can be found in **Appendix 1** to this document in red on page 4.

3. Risk Management policy

3.1 The Fund has in place a risk register which is made available to the Pension Committee and Pension Board at each of their quarterly meetings. This allows the risk register to be reviewed, the appropriateness of the risks identified, and the mitigating actions considered.

3.2 Risks are currently identified and reviewed in an ad hoc manner; the process not being supported by a formal policy. Adopting such a policy will clarify the roles and responsibilities of all those associated with the Fund – including Officers, Suppliers and Pension Committee members. Adopting a formal policy will bring a consistent approach to the identification of risks.

3.3 It is recommended that the Pension Committee agree the adoption of the new risk management policy, which can be found in **Appendix 2** to this document.

4. Regulatory change

4.1 The Pensions Regulator (TPR) has launched a consultation regarding merging the various Codes of Practice it has published. This will be done in several stages. Code 14, which covers public service pension schemes, will be included in the first stage. The Chair of the Pension Board has responded to the consultation; a copy is included in **Appendix 3**.

4.2 Whilst we do not yet know what changes will be made to TPR's expectations, it appears it may be looking for schemes to have a distinct Business Continuity Plan to the host authority. This will require the Fund to develop a greater understanding of the mitigations in place surrounding Business Continuity already in place and those surrounding cyber resilience. Once the consultation is complete the new Code of Practice would need to be laid before Parliament, meaning any new document will not be created in the near future. Developments are to be monitored with work being undertaken in the year ahead to establish a compliant position as soon as possible.

4.3 Some of the wording used in the new Code of Practice is likely to change; with the scheme managers and trustees of private occupational schemes being referred to collectively as the governing body. It is understood the reason for this change is allow TPR to discuss issues which cover a range a scheme types within the same document. The new Code is intended to be a single, modular, Code which can be used by all scheme types; meaning much of the content will not be relevant to the Fund.

4.4 The Department for Work and Pensions (DWP) launched a consultation on new regulations regarding pension transfers. This includes scheme managers and trustees having additional power to prevent transfers from occurring. Details of the consultation can be found at [Pension scams: empowering trustees and protecting members consultation - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/pension-scams-empowering-trustees-and-protecting-members). Officers are reviewing the information in the consultation, a response for which has to be submitted by 10 June 2021.

5. Financial hardship policy

5.1 It is not uncommon for the Fund to receive requests for information to which the person making the request does not have an automatic entitlement, without charge. Examples could include a pensioner requiring a transfer valuation in the case of a divorce, or an active member requiring a second transfer quote within a 12-month period. During 2021, a small number of Pension Fund members have approached the Fund stating they are unable to pay the fee for the information on the grounds of financial hardship. There is currently no policy to enable the review of financial hardship to negate the charge, as a result Officers believe it would be valuable to establish a clear process for future use.

5.2 By developing a process, Officers can be clear about the definition of financial hardship and how this can be evidenced. It will allow for transparent decision making, evidencing compliance with the Public Service Equality Duty. A clear and codified policy will also allow the Fund to demonstrate the needs of all its stakeholders are being considered.

5.3 The draft policy was discussed at Pension Board on 1 June 2021 where discussions took place around the request for 6 months financial statements as being onerous, so the wording has been amended in the version to the Pension Committee as “up to 6 months financial statements”, following those discussions. In addition, it was highlighted that Trade Unions offer financial support to those in need and the policy should direct those struggling to the unions as a further support option, this has also been added to the policy as a result. Finally the Board members highlighted that the fees chargeable were not accessible through the website and provided at point of request of services, as a result officers have taken away an action to ensure these fees are clearly communicated through publication on the website.

5.4 The draft financial hardship policy is included in **Appendix 4** of this report for comment and the list of current charges can be found in **Appendix 5**.

6. Governance and Compliance Statement

6.1 Local Government Pension Scheme (LGPS) funds are required to publish and keep under review a Governance and Compliance Statement. Regulation 55 of the LGPS Regulations 2013 prescribes the content of the governance compliance statement. The governance compliance statement should outline the overall governance structure in place including whether the authority delegates its LGPS functions to a committee or officer. If delegation has taken place the report should then lay out the terms, structure and operational procedures of the delegation; the frequency of meetings; whether any such committee includes representation of scheme members or employers and whether these representatives have voting rights; the extent delegation complies with statutory guidance; details relating to the Local Pension Board.

6.2 The Governance and Compliance Statement must be kept under review and updated following material change. The Fund must consult persons it considers appropriate and publish the statement.

6.3 In addition to the details within the regulation, the Chartered Institute of Public Finance and Accountancy (CIPFA) require the Governance and Compliance Statement to be included in the annual report. CIPFA’s guidance for LGPS Funds preparing the annual report suggests the Statement should include the overall governance structure in place including, in addition to the regulations, application of how the CIPFA knowledge and Skills Framework has been applied; how oversight of the asset pool takes place and; policies and procedures for managing conflicts of interest.

6.4 As a result of the Good Governance review which concluded in 2020 there have been several changes to the last approved statement in September 2019.

6.5 The main changes include reference to the Terms of Reference included within the report; commentary on the conflicts of interest policy; alignment of content across the Committee and Board and; more detail on operational application of the committees.

6.6 The draft policy was discussed at Pension Board on 1 June 2021, where the governance flow chart for the ACCESS pool were considered too complex and inaccessible. Officers will look to replace this with a simplified version to improve the readability.

6.7 The revised Governance and Compliance Statement is included in **Appendix 6** for discussion.

7. Annual Report of the Pension Board

7.1 While updating the appendix for Terms of Reference within the revised Governance and Compliance Statement, officers identified that the requirement for the Pension Board to create an annual report to be shared with the scheme manager has not yet been completed. The annual report of the Board should outline the work of the Pension Board throughout the scheme year to inform interested parties about the work undertaken by the Board and assist the board in reviewing its effectiveness and identifying improvements in future operations. This report should be shared with the Pension Committee once complete.

7.2 Officers recommended at the Pension Board meeting on 1 June 2021 that the Chair of the Board in liaison with officers prepare a draft report for review and discussion at the next Pension Board, the Board agreed with this recommendation.

8. McCloud Working Group

8.1 A second meeting of the McCloud Working Group took place on 22 April 2021. Attended by:

- Lynda Walker (Local Pension Board)
- Sian Kunert (Head of Pensions)
- Paul Punter (Head of Pensions Administration)
- Dave Kellond (Compliance & Local Improvement Partner)
- Michael Burton (Pensions Manager – Governance & Compliance)
- Tim Hillman (Pensions Manager - Employer Engagement)
- Peter Riedel (Senior Benefits & Governance Consultant, Hymans)
- Susan McKenzie (Project Manager, Hymans)

8.2 The McCloud Working Group is responsible for overseeing the implementation of the McCloud ruling in the Fund within a prescribed timeframe and addressing any gaps and barriers preventing progress and ultimately delivery of the project. The Working Group will:

- oversee the McCloud project, drive the delivery and receive project updates;
- tackle employer related issues that become or continue to be a barrier to the effective collection and use of data; and
- be aware of and manage dependencies across third parties.

8.3 The Group further discussed the data gathering processes required for implementation of the possible scheme remedies required to the statutory underpin in response to the McCloud judgement. A decision was taken to make the relevant data requests of employers by the end of May 2021, with deadline of 31 August 2021. Therefore, allowing employers sufficient time to collate the requisite data.

8.4 A decision in principle was made by the Working Group to request data for all employees, not just those identified in scope in the initial Hymans report.

8.5 The Pension Manager for Employer Engagement and the Compliance and Local Improvement Partner are liaising to agree the specific format and timing of the request to employers. It has been noted that an exercise carried out now would also require a limited amount of information from employers relating to the next year where employers are not on i-connect.

8.6 Following publication of the Government response to the consultation to the transitional arrangements to the 2015 schemes in relation to the wider public sector pension schemes, a further publication is expected relating specifically to the Local Government Pension Scheme.

9. Good Governance Project

9.1 The Scheme Advisory Board (SAB) began working on the Good Governance Project with its appointment of Hymans Robertson in January 2019 to examine the effectiveness of current LGPS governance models and consider alternatives or enhancements to existing models to strengthen LGPS governance going forward. The origins of the project can be tracked back further to the Shadow Scheme Board which was established to assist in the design of the new 2014 scheme to consult on proposals to separate the pensions function from administering authorities to resolve perceived conflicts of interest of elected members acting in the best interest of the local authority rather than scheme members whom the responsibility and fiduciary responsibility of the fund sits.

9.2 The SAB Good Governance project started with a Phase 1 report in July 2019 which considered the effectiveness of current LGPS governance models and consider alternatives to strengthen LGPS governance in the future recognising that the LGPS had dramatically evolved over the last decade with the complexity of scheme benefits and regulation, local government funding cuts, pooling of investments, oversight role of the Pensions Regulator and introduction of Local Pension Boards. The results from the phase 1 project suggested that greater ring fencing of the Pension Fund and improved practice was the most appropriate way forward rather than separating the Pension Fund from the Local Authority body or other alternative models. In addition, the report set out a number of proposals for consideration to reflect best practice within the industry.

9.3 From the July 2019 report the SAB then agreed that two working groups would be established to take forward Phase 2 of the project, one to explore ways in which the improvements in the standards of governance and administration could be achieved and the second to examine how these improved standards could be independently monitored and measured.

9.4 In November 2019 the project produced its phase 2 report. It has been envisaged that all proposals within the phase 2 report will be enacted through new statutory governance guidance. One of the key areas of change proposed within the report to improve accountability of fund

governance was the proposal that each administering authority must have a single named officer who is responsible for the delivery of the pension function who is suitably qualified and experienced with the capacity to assume the role.

9.5 Other key recommendations out of the report were the requirement for a conflicts of interest policy; the production of a policy on representation and engagement of scheme members and scheme employers within the governance of the fund; increased requirements in knowledge and skills of all those involved in the pension fund, including committees and S151 officers; existence of an administration strategy and Key Performance Indicators (KPI's); inclusion of the Committee in its business planning process.

9.6 As a result of the November 2019 phase 2 report the Pension Committee approved at its meeting in November 2019 to undertake an early project to review its governance structure in line with the recommendations. This project was carried out in the latter part of 2019 and implementation of recommendations from the consultants on this project was completed with the approval of a conflicts of interest policy at the November 2020 meeting.

9.7 The major changes implemented through the Fund's Governance review project were:

- new defined terms of reference for the Pensions Committee (approved June 2020)
- new defined terms of reference for the Pensions Board (approved June 2020)
- Revised officer delegations to incorporate Pension Fund management (approved June 2020)
- Production of a Communication Strategy (approved June 2020)
- Creation of a Breaches Policy and log (approved June 2020)
- Pension Fund Team structure, including the creation of a Head of Pensions in line with SAB proposals as a single named officer who is responsible for the delivery of the pension function (approved September 2020)
- Reviewed Administration Strategy (approved September 2020)
- Pension administration service standard agreement (approved September 2020)
- Conflicts of interest policy and log (approved November 2020)

9.8 Since the November 2019 SAB phase 2 report the SAB published its phase 3 report in February 2021. The phase 3 report provides more details as to how LGPS funds should approach the previous recommendations.

9.9 Within the recommendations for the Fund's Governance Review project there are longer term priorities to carry out a review of the effectiveness of the revised Pension Fund governance, a review of risk management and the success of implementing the recommendations once there has been sufficient time for these to embed in.

9.10 All of the recommendations in the SAB Good Governance project still require new statutory governance guidance from the Ministry of Housing Communities and Local Government (MHCLG) to effectively implement the proposals. The Fund is currently awaiting this guidance to ensure the changes it has implemented are fully compliant to then consider further changes to the Fund's governance.

10. Additional Voluntary Contributions AVC's

10.1 The LGPS Regulations allow an active member to enter into arrangements to pay additional voluntary contributions (AVCs) or to contribute to shared cost additional voluntary contribution arrangements (SCAVCs) on top of their LGPS pension. It is for the Administering Authority to enter into an agreement with a suitable provider, that is approved under the Finance Act 2004, and registered under Pensions Act 2004 (Reg 17(2) LGPS13). For the members of the Fund the provider for AVC's is Prudential. The market value for the ESPF members AVC assets was reported as £22m as at March 2020.

10.2 During 2021 the Fund started to receive a handful of complaints relating to the service provision by the Prudential. The key issues with service delivery include late contribution investing; long waits on the helpline; lack of responses to written requests; and delayed claim settlements on deaths, transfers and retirements.

10.3 Prudential have been a key player in the LGPS AVC market for a number of years and are the provider for the majority of LGPS funds with coverage of 72 funds. Other main LGPS providers are Standard life and Scottish Widows, although some new providers are starting to access this market.

10.4 Officers have since met with Prudential to understand and resolve the service delivery issues. Prudential apologised for the poor service delivery and highlighted the change in back office service supplier and systems in late 2020 leading to many of the problems. The Prudential gave the Fund reassurance explaining an increase in staffing numbers to resolve the backlogs in work. The Prudential advised that telephone lines are still however busy and this would likely continue until the end of June.

10.5 The Fund has a duty to offer an AVC and as the policyholder it should review whether it is still appropriate. Fund Officers would like to propose a detailed review of the AVC offering to members to ensure our members are receiving value for money in their AVCs, that the funds are appropriately managed and that a suitable suite of investment options are available. Fund officers suggest waiting to complete a review until the Prudential have had time to implement the service improvements.

11. Conclusion

11.1 The Pension Committee is recommended to approve the new and amended policies as outlined in this report and its appendices to ensure the fund is acting in line with appropriate relevant police; note the possible changes to the TPR code of practice; note the update on the AVC provider; and approve an AVC review to ensure members have access to an appropriate vehicle for AVCs and receiving value for money.

IAN GUTSELL Chief Finance Officer

Contact Officer: Sian Kunert, Head of Pensions
Tel. No. 07701394423
Email: sian.kunert@eastsussex.gov.uk

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Local Government Pension Scheme

Internal Dispute Resolution Procedure (IDRP)

Scheme members' guide: What to do if you have a complaint: and the rules for settling disputes

Summary

This guide is to help you to understand and use the Local Government Pension Scheme (the scheme) rules for settling complaints. For the purpose of this guide we will call these rules 'the dispute rules'.

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Introduction

If you are a member of the scheme or the dependant of a person who was a member, you can use the dispute rules to settle any disagreement or complaint you may have about the decisions that have been made about you under the scheme rules. The next section explains what we mean by 'decisions'.

You can also use the dispute rules to help to settle any complaint you may have about the way your case has been dealt with, but please read the section headed 'Complaints about maladministration' on page 4.

Many issues can however be resolved informally following discussions with your employer or the County Council as the pension scheme administrator. They may be caused by misunderstandings or wrong information, which can be explained or put right easily. An informal enquiry of this kind may save you a lot of time and trouble.

If you are not sure which scheme benefits you are entitled to, or you have a problem with your scheme benefits, please either phone the number on the letter your employer or the County Council's Pensions Team sent you.

You can contact the County Council's Pensions Team

In writing – 

East Block, F Floor
County Hall, Lewes
East Sussex,
BN7 1UE

by telephone on 03002 001 022 

or via email at pensions@eastsussex.gov.uk. 

Your enquiry will be dealt with as quickly and efficiently as possible.

Decisions

From the day you start a job with an employer who is in the scheme, both your employer and East Sussex County Council (the administering authority that looks after the Fund your employer is in) have to make decisions under the scheme rules that affect you and possibly your dependants.

Once you are a member of the scheme, decisions will continue to be made about such things as the rate of contributions you must pay and what pay they must be based on; whether and, if so, how much you can pay in extra contributions to improve your benefits and, if you have been in the scheme before, how your previous membership counts and the effect new membership has on any pension you may already be getting from the scheme.

When you leave the scheme your employer and your administering authority will make further decisions about the benefits you can expect, what pay they are to be based on and what membership counts for them. When you die, they will decide what death benefits can be paid, who they can be paid to and how much they will be.

How and when you should be told about decisions

Every time your employer or administering authority makes a decision about you under the scheme rules they must write to you as soon as they can to tell you about it. If the decision is that you are not entitled to a pension scheme benefit they must also tell you why they have reached that decision. If their decision is about the amount of your pension scheme benefit, they must tell you how they have worked it out. They must also tell you where you can apply for further information and give you the name, address and job title of the person appointed by them to consider any complaint you may wish to make. In the scheme rules this person is the 'adjudicator'.

When you die they must give similar details to your surviving dependants about any benefits they become entitled to.

The formal complaint procedure has two stages. Many complaints are resolved at the first stage. Any complaint you make should be treated seriously, and considered thoroughly and fairly.

At any stage during the formal complaint procedure you can contact the Pensions Advisory Service (TPAS) for information and advice (see the "What TPAS Can Do To Help" section on page 11).

What to do when you are told of a decision

When you (or your dependants) are told of a decision you should check, as far as you can, to see if you think it is based on the right details and that you agree with it.

If you are not happy with the decision you have the right under the dispute rules to have the decision looked at afresh at the first stage by the adjudicator, and if you are not happy with their decision, have it reviewed at the second stage by East Sussex County Council. If you are still unhappy following the County Council's decision, you can then take your case to the Pensions Ombudsman.

You also have the right to use the dispute rules if your employer or the County Council should have given you a decision but you have not been given one.

There is no charge made for investigating any complaint at any stage under the dispute rules - the only expenses you will have to meet are those of your own (or your representative's) in relation to time, stationery and postage.

For complaints against your employer, you should write to your employer / former employer

Only if your complaint is against a decision made by East Sussex Pension Fund should you write to East Sussex County Council.

It is recommended that you use the Application Form as it will help you to include all the required details

Complaints about maladministration

It may be that your complaint is about something other than a decision that has to be made in relation to your pension scheme benefits. For example, if you feel that there has been some maladministration in the way your case has been dealt with.

The following are some examples of maladministration:

- Unreasonable delays in letting you know about or paying your pension benefits.
- Failure to let you know about changes in your pension entitlement or changes in the scheme rules that may affect you.
- Failure to give you adequate or timely information that you need to enable you to make informed decisions about your rights and benefits in the scheme.

If you feel you have suffered due to maladministration you **must** first use the dispute rules for this type of complaint but, even if the adjudicator or your administering authority decides that there has been maladministration, neither of them has the power to award compensation for any loss you feel you may have suffered. However, you will then be able to take your complaint to the Pensions Ombudsman (see page 12) who does have the power to award compensation in such cases.

Who can use the dispute rules?

You have the right to use the dispute rules if:

- You are **a member of the scheme**. This includes members who are paying into the scheme and those who have now left but who get a pension from the scheme or whose benefits are preserved in the scheme or who simply have some membership left in the scheme, or
- You are **a prospective member of the scheme**. This means that, though you are not a member now you could become one by opting in, or by your employer bringing you in or agreeing to let you join, or by simply staying in your job for a long enough period of time, or
- You are **the widow, widower, child or other dependant** of a person who fell into one of the categories above before he or she died, or
- You are a **surviving non-dependant beneficiary of a deceased member of the scheme**, or

- You think that you either might or ought to fall into one of the above categories, or
- You do not fall into one of the above categories now but you did at some time during the last six months.

Using someone else to represent you

Under the dispute rules, you can if you wish ask someone else to make and carry on your complaint for you. A trade union representative or an adult son or daughter will often be happy to help in this way. You will however need to give the person you choose your written authority to act for you by signing a simple statement to that effect.

If the complaint is about any benefits due in relation to your death, your personal representative (the person dealing with the estate) can make and carry on the complaint.

If the person who is entitled to make the complaint is a child, or is for some other reason not capable of making and carrying on the complaint him or herself, the complaint can be made and carried on by a member of his or her family or by another suitable person.

Stage One of the Dispute Rules - Applying to the Adjudicator

The adjudicator

The adjudicator is not necessarily completely independent of employers or East Sussex County Council. The adjudicator could be an employee of one of them. However, the role of an adjudicator is to deal with complaints in an unbiased way *as an individual*, not as an employee or agent of the County Council or employer. So, when dealing with a complaint the role of the adjudicator, is to *act independently* and make the decision purely on the facts of the case as they appear.

To help maintain the adjudicator's personal independence, they are not allowed to deal with a complaint if they had anything to do with making the original decision that is complained about. In a case like that, the complaint will have to be sent to another adjudicator to deal with.

When the adjudicator receives a complaint they must gather all the facts relevant to the complaint, taking advice from professionals (such as doctors and actuaries) as necessary and seeking the views of both the complainant and the Pensions Team the County Council or the employer. He or she must then look at all the facts and the relevant scheme rules and decide whether or not the original decision was correct. If the adjudicator decides that the decision was not correct they must give a new decision of their own which will override and replace the original decision made by the employer or County Council as the administering authority.

Some decisions are made by employers or the County Council 'in the exercise of discretions'. This means that they have a choice about the decision they make rather than simply looking at the scheme rules and deciding how they apply.

If you make a complaint about a discretionary decision, the adjudicator will investigate it in the same way as any other complaint but, in this case, the adjudicator has no power to overturn the decision. What the adjudicator has to do however, is to ensure that the discretion has been exercised reasonably and to insist on the decision being reconsidered, with account being taken of all proper considerations, if they find that it was not taken in a reasonable and transparent manner in the first place.

When to apply to the adjudicator

If you want to use the dispute rules you must make your complaint to the person appointed by the body that took the decision against which you wish to complain. If you go straight to the County Council or the Pensions Ombudsman they will simply refer you back to the decision making body.

You must make your application to the adjudicator within 6 months after you were told of the decision you are complaining about. If your complaint is that a decision was not made, you must make your application within 6 months of the time the decision ought to have been made. You should not therefore leave things too long before writing to the adjudicator. If you have not had a reply to an informal enquiry in a reasonable length of time, you should make your formal complaint to the adjudicator without waiting any longer for a reply.

The adjudicator can extend the 6 months' time limit for a reasonable period where there are special circumstances.

How to apply to the adjudicator

Your application to the adjudicator **must** be in writing. You can apply directly to the adjudicator at the address given in the decision letter from your employer or from the County Council's Pensions Team. Or if, for example, your complaint is that a decision has not been made, you can write to the County Council's Pensions Team and ask them to pass your application on to an adjudicator.

It is recommended that you use the Application Form as it will help you to include all the required details.

What details the adjudicator needs from you

In all cases you must explain your complaint as fully as you can and provide copies of any documents you think may be helpful. Ideally you should provide a copy of the letter or notice from your employer or from the County Council's Pensions Team telling you about that decision.

If you are the scheme member or prospective member, you must state in your application

- your full name
- your address
- your date of birth
- your National Insurance number
- the full name of your employer. (If you are employed by a council, this should be the name of that council, not the department you work in).

If you are the spouse, child or other dependant of the scheme member you must state in your application

- your full name
- address
- date of birth
- relationship to the member
- the member's full name
- address
- date of birth
- national insurance number
- former employer's name

If you are the member's or the dependant's representative you must state in your application the member's or dependant's details as above together with your own name and address and the appropriate address for correspondence. You must also send evidence of your authority to act for the complainant.

Finally, either you as the complainant or your representative on your behalf must sign the application.

Further information you may be asked to provide

The adjudicator may need to write to you to ask you for more information or explanation to ensure that he or she understands your complaint and is able to make a proper decision.

If the state of your health has a bearing on your complaint, you may also be asked to attend a medical examination or to give consent for your medical records to be released to a doctor chosen by the adjudicator. You will not have to pay any medical charges.

When you can expect the adjudicator's decision

The adjudicator should either give you a decision within two months of receiving your written complaint or write to you at the end of two months telling you the reasons for the delay in reaching a decision. He or she will also inform you of the date he or she expects to be able to let you know the outcome.

If you get neither a letter giving the adjudicator's decision nor a letter giving the reason for the delay within three months from the date you made your application or if you don't receive the adjudicator's decision within one month of the date given in the initial communication to let you know the decision, you can apply directly to East Sussex County Council without waiting any longer. (See 'Stage two of the dispute rules – applying to East Sussex County Council').

What the adjudicator must tell you

The adjudicator must write to you (or your representative) to let you know their decision. He or she must also write to your employer if they made the decision complained of, and to your administering authority. In this letter the adjudicator must state:

- What the decision is. The adjudicator could either confirm the original decision or replace that decision with a new decision of his/her own, and
- the particular scheme rules taken into account in reaching that decision, and
- that you and the body that took the original decision against which you are complaining about, each have the right to ask your administering authority to review the adjudicator's decision within the next 6 months.

What power the adjudicator's decision has

The adjudicator's decision is binding on all parties. This means that, if the adjudicator's decision is contrary to that of the body that took the original decision, they must deal with your case on the basis of the decision made by the adjudicator.

Stage Two of the Dispute Rules - Applying to your Administering Authority

You can ask the pension scheme administering authority (East Sussex County Council) to take a fresh look at your complaint in any of the following circumstances:

- you are not satisfied with the adjudicator's first-stage decision,
- you have not received a decision or an interim letter from the adjudicator, and it is 3 months since you lodged your complaint,
- it is one month after the date by which the adjudicator told you (in an interim letter) that they would give you a decision, and you have still not received that decision.

This review must not be undertaken by a person involved in the first stage decision.

For the purposes of stage two of the pension dispute procedure in the East Sussex Pension Fund the person responsible for the LGPS is:-

Mr Philip Baker

Assistant Chief Executive
East Sussex County Council
County Hall,
St Anne's Crescent
Lewes
East Sussex
BN7 1UE

It is recommended that you use the Application Form as it will help you to include all the required details

Who Can Apply To The Administering Authority?

If you are unhappy with the adjudicator's decision in stage one of the disputes procedure you can ask East Sussex County Council as the administering authority to take a further look at the facts of the case.

When a complaint is made to East Sussex County Council, the adjudicator will be asked for copies of all the evidence, correspondence and other documents obtained during the investigation under stage one of the disputes procedure. East Sussex County Council will also gather whatever other information, views and professional advice they think necessary.

A second decision must then be made on the basis of the scheme rules, and taking due account of the facts and evidence they have obtained, whether or not the adjudicator's decision was correct. If it is decided that it was not, the second decision must replace the adjudicator's decision.

As is the case for adjudicators (see page 6), if the original decision was made in the exercise of a discretion and East Sussex County Council decides that it was not taken in a reasonable manner, they can only insist on the body that took the decision which you are complaining about reconsider its decision - they cannot replace the original decision with a decision of their own.

When and how to apply to East Sussex County Council

If you want to refer your complaint under stage 2 of the dispute rules to East Sussex County Council you must do so within 6 months of the date of the adjudicator's letter telling you of their decision under stage one of the dispute rules. If you are referring your complaint to East Sussex County Council because you have not had a reply from the adjudicator within the appropriate time limits you should do it as soon as you can after the adjudicator's time limit is up. You should make your application to East Sussex County Council in writing.

What East Sussex County Council needs from you

East Sussex County Council will need the same personal details about you or your representative and/ or the scheme member as the adjudicator required:

If you are the scheme member or prospective member, you must state in your application

- your full name
- address
- date of birth
- national insurance number
- and the full name of your employing authority. (If you are employed by a council, this should be the name of that council, not the department you work in.)

If you are the spouse, child or other dependant of the scheme member you must state in your application

- your full name
- address
- date of birth
- relationship to the member

and the member's

- full name
- address
- date of birth
- national insurance number
- former employer's name.

If you are the member's or dependant's representative you must state in your application the member's or dependant's details as above together with your own name and address and the appropriate address for correspondence. You must also send evidence of your authority to act for the complainant.

You must enclose a copy of the letter you got from the adjudicator telling you of the decision about your complaint. You must also state in your letter to East Sussex County Council that you wish them to reconsider the adjudicator's decision and explain why you are unhappy with the adjudicator's decision.

As with complaints to the adjudicator, it is possible that East Sussex County Council will write to you to ask for more information so that they can fully understand your complaint, or if your health is a factor in the complaint, that they will ask you to attend a medical examination or consent to the release of your medical details to another doctor.

When you can expect a decision from East Sussex County Council?

East Sussex County Council must write to you to let you know their decision within two months of the date your complaint is received or they must write to you at the end of two months to let you know when a decision is likely to be reached and the reason for the delay.

What East Sussex County Council must tell you

When East Sussex County Council writes to let you know the decision they must also tell you whether their decision confirms or replaces the adjudicator's decision and must tell you the particular scheme rules used in reaching the decision.

They must also point out that both the Pensions Advisory Service (TPAS) and the Pensions Ombudsman are able to assist with problems to do with the scheme that have not been resolved under the dispute rules. You must also be given the addresses of TPAS and the Pensions Ombudsman.

What the Pensions Advisory Service (TPAS) can do to help

TPAS offer a free service to assist all members of pension schemes. They have local advisors who can help to explain and obtain more information about your pension for you.

If you would like the Pensions Ombudsman to consider a complaint, you should normally contact TPAS first. If TPAS cannot sort out your problem themselves and they believe that there has been some maladministration or that a decision made by East Sussex County Council is wrong, they will possibly recommend that you make a formal complaint to the Ombudsman.

At any time if you are having difficulties in resolving your complaint, you may wish to contact TPAS.

TPAS can provide free advice and information to explain your rights and responsibilities. To get information or guidance, you can look at the website on www.pensionsadvisoryservice.org.uk or you can contact TPAS by phone, post, email or fax.

The Pensions Helpline phone number is: 0300 1231047

Lines are manned Monday to Friday 9am to 5pm.

Outside of these times, you can leave your number and someone will phone back later.

You can write to: TPAS

11 Belgrave Road

London

SW1V 1RB

Alternatively, you can use the online query form on the TPAS website.

Applying to the Pensions Ombudsman

Applications to the Pensions Ombudsman can only be made after you have used stage one and stage two of the dispute resolution procedure

The Pensions Ombudsman can investigate complaints of maladministration or disputes of fact or law about decisions that have been made about your pension but you must go through the procedures laid down in stages one and two of the disputes rules first. This means that you must first take your complaint to the adjudicator and then to East Sussex County Council before the Pensions Ombudsman will investigate it.

The Pensions Ombudsman can also investigate complaints or disputes about the handling of a case either by the adjudicator or East Sussex County Council.

The Pensions Ombudsman's address is:

11 Belgrave Road,

London

SW1V 1RB,

telephone 020 76302200

Email – enquiries@pensions-ombudsman.org.uk

Time limits under the Internal Dispute Resolution Procedure

Stage of the Procedure	Person responsible	Time limit
You have received a decision on your benefits under the pension scheme from your employer/administering authority, and there seem to be good grounds for complaining.	The adjudicator under the first stage of the procedure.	6 months from the date when you were notified of the decision ¹
You have received a first stage decision on your complaint from the adjudicator, but you are not satisfied.	The relevant administering authority under the second stage of the procedure.	6 months from the date of adjudicator's decision
You made your complaint in writing to the adjudicator, with all the information they needed but, 3 months later, you have not received their decision on your complaint or any interim reply.	The relevant administering authority under the second stage of the procedure.	9 months from the date when you submitted your complaint.
You received an interim reply to your complaint to the adjudicator, within 2 months of applying to them. Their reply promised you a decision by a specified date but, one month after the specified date, you still have not received their decision.	The relevant administering authority under the second stage of the procedure.	7 months from the date by which you were promised you would receive a decision
Your complaint is that your employer or administering authority have failed to make any decision about your benefits under the pension scheme	The adjudicator under the first stage of the procedure	6 months from the date when the employer or administering authority should have made the decision ² .
Your complaint went to the administering authority under the second stage of the procedure. You received their decision but you are still not satisfied.	The Pensions Ombudsman. (Note that the Ombudsman will normally expect you to have asked TPAS for help first.)	3 years from the date of the original decision about which you are complaining.

Stage of the Procedure	Person responsible	Time limit
<p>You received an interim reply to your second stage complaint to the administering authority, within 2 months of applying to them. Their reply promised you a decision by a certain date but, by that date, you still have not received their decision</p>	<p>The Pensions Ombudsman. (Note that the Ombudsman will normally expect you to have asked TPAS for help first.)</p>	<p>3 years from the date of the original decision about which you are complaining.</p>

1

The adjudicator can extend the 6 month time limit for a reasonable period where there are special circumstances.

2

The adjudicator can extend the 6 month time limit for a reasonable period where there are special circumstances.



RISK MANAGEMENT POLICY

June 2021

Contents

Summary

Policy Statement

- a. Introduction and Objectives
- b. Scope and Definitions
- c. Roles and Responsibilities

Risk Management Strategy

- a. Risk Management Process
- b. Monitoring and Reporting
- c. Conclusions

Summary

This framework sets out the East Sussex Pension Fund policy on risk management and its strategy for the effective identification, assessment and, where appropriate, management of risks.

Policy Statement

a) Introduction and Objectives

The key objective of the Administering Authority is to effectively run the Pension Fund, paying benefits as they fall due. This policy is intended to allow for the identification and effective mitigation of risks that may undermine the Administering Authority's ability to do so.

b) Scope and Definitions

There are many definitions of 'risk' and 'risk management'. In simplest terms, these can be defined as follows:

- Risk - 'the probability of an event occurring and its consequences';
- Risk management - 'the processes and structures to enable the effective management of potential opportunities and the elimination / reduction of threats'.

Risk is unavoidable and effective risk management is not about the elimination of risk. The Administering Authority's ability to manage risk effectively and proportionately, and maximise opportunity, plays a crucial role in its ability to achieve the key objective. Risk management is not simply a compliance issue but is a decision-making tool, utilised at both strategic and operational levels, and is an essential element of effective governance.

In developing this framework, the Administering Authority recognises that risks cannot be fully managed and that, in being more innovative, efficient and effective, it may choose to take and/or accept more risk. Where this is the case, robust risk management practice will help ensure that the Administering Authority takes appropriately informed decisions, having properly evaluated the potential risks and the associated opportunities.

c) Roles and Responsibilities

Administering Authority

The Administering Authority, also known as the Scheme Manager, is responsible for the operation of the Fund. In practice this role is delegated to the Pension Committee (the Committee).

The Committee meets each quarter and should consider the existing risk register at each meeting, together with the recommendations by Officers or the Local Pension Board with proposed changes. The Committee should also consider whether it would like any additional risks to be considered or for existing risks to be removed from the risk register.

As part of the quarterly meetings it would be appropriate for the Committee to consider those risks subject to possible change, the most significant risks and a selection of the other risks on the risk register.

At least annually, the Committee should review the risk register in its entirety.

Local Pension Board

The role of the Local Pension Board (the Board) is to support the Administering Authority. The knowledge and understanding requirements set out in legislation apply to the Board.

The Board meets each quarter, shortly before the Committee. At each meeting it should consider the risk register with a focus on the most significant risks and any changes recommended by Officers. Additionally, the Board should consider a sample of other risks and make suggestions where it feels changes to the risk register should be made. Minutes of the Board meetings are reviewed at the start of each Committee meeting to take comments and recommendations into account within its decision making.

The Board should consider the risk register in its entirety at least annually. This review should be timetabled to reflect the timing when the Committee will also be fully reviewing the risk register.

Working Groups

From time to time a Working Group will be formed to consider a particular issue. It is likely such a Working Group will include representatives from the Committee, Board along with support from Officers.

The scheduling of meetings will vary depending on the issue to be considered. However, at each meeting relevant risks on the risk register should be considered. A report on the Working Group's findings should be presented to the full Board and Committee at their next, quarterly, meeting.

As part of this process suggestions for changes to the risk register should be made as appropriate.

Fund Officers

Fund Officers (Officers) carry out the day to day tasks required for the operation of the Fund. This is done in line with the instructions provided by the Committee.

Officers are most closely associated with the Fund operations and are most likely to identify trends and potential risks. Additionally, Officers will be responsible for the mitigation tasks in the risk register.

Before each meeting Officers should consider whether any changes need to be made to the risk register. This may include adding/removing a risk, changing listed mitigations, or rescoring a risk.

Third party service providers

At various levels, people associated with the Fund receive advice from third party advisors. This includes, but is not limited to, the Fund Actuary, Investment Consultants and the Committee's Independent Advisor.

Third party providers may identify emerging risks to the Fund independently. This may be connected to their cross-market view which those more closely connected to the Fund may not otherwise have access to.

Third party services providers are to be encouraged to raise potential risks with Officers to appropriate changes to the risk register can be made.

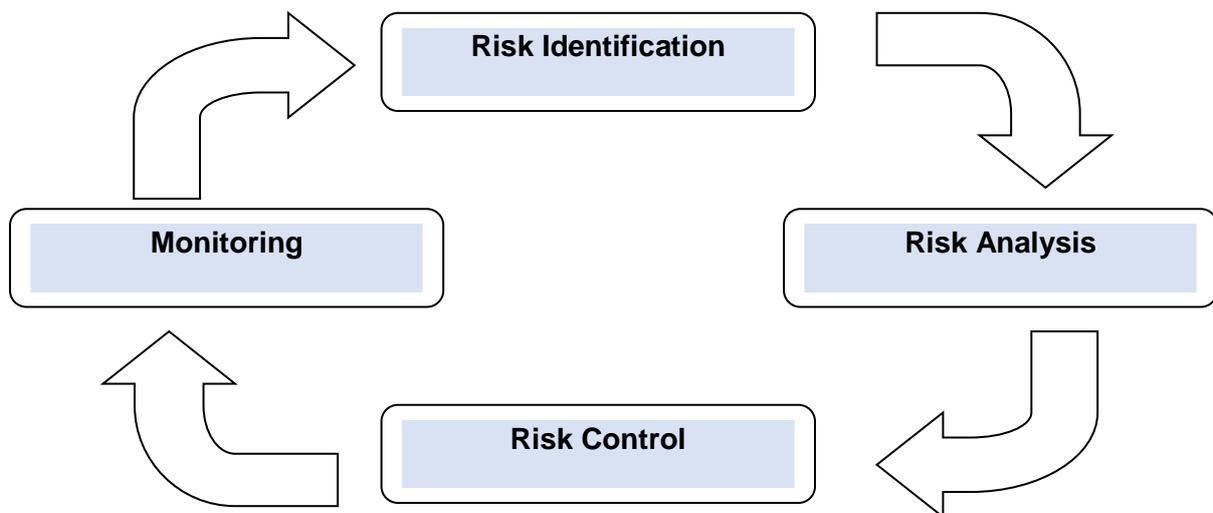
Risk Management Strategy

d) Risk Management Process

The Fund's risk profile is dynamic. Consequently, risk management must be a continuous and developing process to ensure that the Fund is always in the best position to take full advantage of opportunities, as and when they arise, and to ensure that resources are utilised to maximum benefit.

To appropriately and effectively manage risk, it is necessary to adopt a systematic approach to its identification, analysis and control. This approach is referred to as the 'Risk Management Process' and provides a system that can be applied to risks at all levels within the Fund, irrespective of risks being 'strategic' or 'operational' in nature.

The Risk Management Process



Risk information is recorded within the risk register, maintained by Fund Officers with oversight from the Committee and the Board.

Risk Identification

The first element of the risk management process is the identification of risks. This will link into the business planning process, where objectives and targets relating to key business activities are identified, along with associated risks. Risks associated with specific projects and partnership working should also be identified at an early stage in the planning process.

Risk identification is an ongoing process. Risks to the Fund are dynamic and can emerge at any time so their identification should not be seen as a one-off exercise.

The consideration of any reason which could undermine the smooth operation of the Fund could identify a risk. If any concern is identified this should be escalated appropriately at the earliest opportunity and in accordance with Table 1.

Table 1 – Escalating new risks

Person identifying risk	Escalation point
Officer below management grade	Team leader
Officer of management grade	Head of Pensions
Committee/Board member	Committee/Board chair
Committee/Board chair	Head of Pensions
Third party service provider	Officer acting as principal liaison point

Any risk identified should represent a specific threat or opportunity. These can be specific risks which occur as a matter of course in the usual operation of the Fund. Risks can, for ease of reference, be categorised using the headings in Table 2.

Table 2 – Risk categories

Category	Definition	Example
Administration	Risks relating to the calculation and payment of benefits or member communication	Failure to issue Annual Benefit Statements on time
Employer	Risk relating to a failure of admitted bodies to fulfil their obligations	Late payment of contributions
Governance	Risk to the effective operation of the Fund	Key person risk
Investment/Funding	Risk to Fund assets	Poor investment return

Risk analysis

When a risk is identified and placed into the appropriate category, consideration should be given to how likely the risk is to crystallise and what impact this would have on the Fund.

Charts to help allocate risk rating are below in Tables 3.1 – 3.3. These can also be found within risk register document.

Table 3.1 Likelihood

% chance of occurring	Timeframe for occurring	Likelihood	Score
91 – 100	This week	Very High	5
61 – 90	This month	High	4
41 – 60	This year	Medium	3
11 – 40	Next 5 years	Low	2
0 – 10	Next decade	Very low	1

Table 3.2 - Impact

	Impact			
	Negligible	Minor	Major	Critical
Service delivery	Handled within normal day-today routines.	Management action required to overcome short term difficulties	Key targets missed.	Prolonged interruption to core service.
			Some services compromised.	Failure of key Strategic Project
Financial	Little loss anticipated.	Some costs incurred.	Significant costs incurred.	Severe costs incurred.
		Handled within management responsibilities.	Service level budgets exceeded.	Statutory intervention triggered.
Reputation	Little or no publicity.	Limited local publicity.	Local media interest.	National media interest seriously affecting public opinion

	Little staff comment.	Mainly within local government community.	Comment from external inspection agencies.	
		Causes staff concern.	Noticeable impact on public opinion.	
Score	1	2	3	4

Table 3.3 – Risk scoring

Likelihood	1	1	2	3	4
	2	2	4	6	8
	3	3	6	9	12
	4	4	8	12	16
	5	5	10	15	20
		1	2	3	4
		Impact			

Risk Control

It is important to recognise that, by their nature, some risks will remain significant, irrespective of the control measures put in place, because they may be beyond the powers of the Fund to control.

The key to effective risk control is ensuring that a proportionate and cost effective approach is taken, having regard to the level of actual risk exposure and the benefits to be obtained. As a general rule, the cost of controlling a risk should not exceed the cost to the Fund should the risk materialise. There are various strategies which can be taken in response to an identified risk and these include:

- **Terminate** – avoid the risk altogether by ceasing the activity to which the risk relates. This tends to be adopted where the level of risk is extreme and where there is little opportunity to control it cost effectively. This option may often be unavailable to the Fund, especially in areas where we have a statutory duty to deliver a service;
- **Treat** – mitigate or control the risk. Involves implementing actions aimed at reducing either the impact or likelihood of the risk, recognising these actions should not be in excess of the level of risk exposure in terms of cost or resources;
- **Tolerate** – accept the risk, without any mitigations, based on the potential rewards outweighing the level of risk exposure. This approach tends to be

used most often where the rewards or the costs of mitigation are especially high;

- **Transfer** – achieved through use of insurances or payments to third parties who are prepared to take on the risk as part of a contract. This approach is, however, unlikely to reduce any reputational risk to the Fund.

Whilst all of these strategies are available, there will be some areas of risk which the Fund will not tolerate and will always seek to reduce to an acceptable level. These areas are based on the Fund's risk appetite which is defined as 'the amount of risk an organisation is willing to accept'.

Where a decision is taken to mitigate or control a risk (treat), the measures taken should be appropriate and proportionate based on the likelihood, impact and potential consequence of the risk event. The nature of control risk strategies will therefore vary depending on the nature of the identified risk. Some control measures will address the likelihood element of the risk (i.e. reduce the likelihood of the risk event occurring) while others will address the impact element (i.e. once the event has occurred they will reduce the potential harm caused by the risk).

Even where it appears that an identified risk is outside the scope of meaningful control (such as the impact of severe weather events), a regularly reviewed and tested contingency plan will help reduce the detrimental impact.

Control measures will usually constitute some form of positive action and may therefore also form part of organisational service plans. By recording them in this way, targets can be set against the risk controls which can then be subject to ongoing monitoring and review as part of already established management processes.

Post Mitigation Scoring

Once mitigating actions are identified, each individual risk should be re-scored, in terms of both impact and likelihood, using the same scale as noted above (Table 3). This will result in each risk being allocated a 'post mitigation' risk score, and associated RAG rating.

The purpose of post mitigation scoring is to assess the effectiveness of the control measures at reducing either the impact or the likelihood element of the risk, thereby illustrating the level of remaining or 'residual' risk. Should this remain unacceptably high, management should consider whether further mitigating measures are required.

e) Monitoring and Reporting

The Fund's risk profile is dynamic and continually changing due to the influence of external factors and / or internal influences.

The level of risk can alter and consequently, identified risks and associated mitigations should be periodically re-assessed by Officers, the Board and the Committee to address and combat the impact of these changes. In addition to this, new risks will periodically emerge which must be identified and analysed as quickly as possible to either reduce the council's exposure to adverse risk or enable the it to take advantage of business opportunities, as they arise.

As a minimum, the risk register should be formally reviewed and updated on a quarterly basis as part of monitoring by the Board and Committee in line with the roles and responsibilities, described above.

f) Conclusions

The appropriate management of risk is a fundamental element of the Fund's management process and is essential if the organisation is to successfully deliver its objectives. The aim of this Framework is to provide guidance on the risk management process and to assist with the further embedding of risk management within the culture of the Fund.

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Response form 1

General questions about the new code of practice

Updates

We welcome any observations about a possible regular process for issuing updates to the new code. For example, should updates be annual, or at longer intervals? Please advise us of any concerns about regular updates. We would also be interested to hear about any topics that we should prioritise for inclusion in the new code.

We believe that including the Code of Practice for Public Sector Schemes (CoP14) in the consolidation is a mistake. It adds a great deal of confusion in a number of areas, including requiring the use of a new term "Governing Body".

The existing CoP14 is a good code. We believe it would be better to consolidate all the codes of practice that impact occupational trust based schemes into one new code and retaining the term "Trustee(s)" throughout. Once this is done the aspects of this new code that apply to public sector schemes and that are not in the current CoP14 can be picked out and transposed into a new Code of Practice for Public Sector Schemes.

The updating of the new CoPs should be on a "as required" basis. If a code needs a regular annual update it is a poorly written code. A good CoP should only require an update after major changes to governing legislation.

Guidance

Which pieces of guidance, or topic areas, should be prioritised for updates following the introduction of the new code?

As mentioned above, in our view CoP 14 should be excluded from the new code and an updated code for public sector schemes introduced after the new code, which would apply only to trust based schemes, is implemented.

Governing bodies

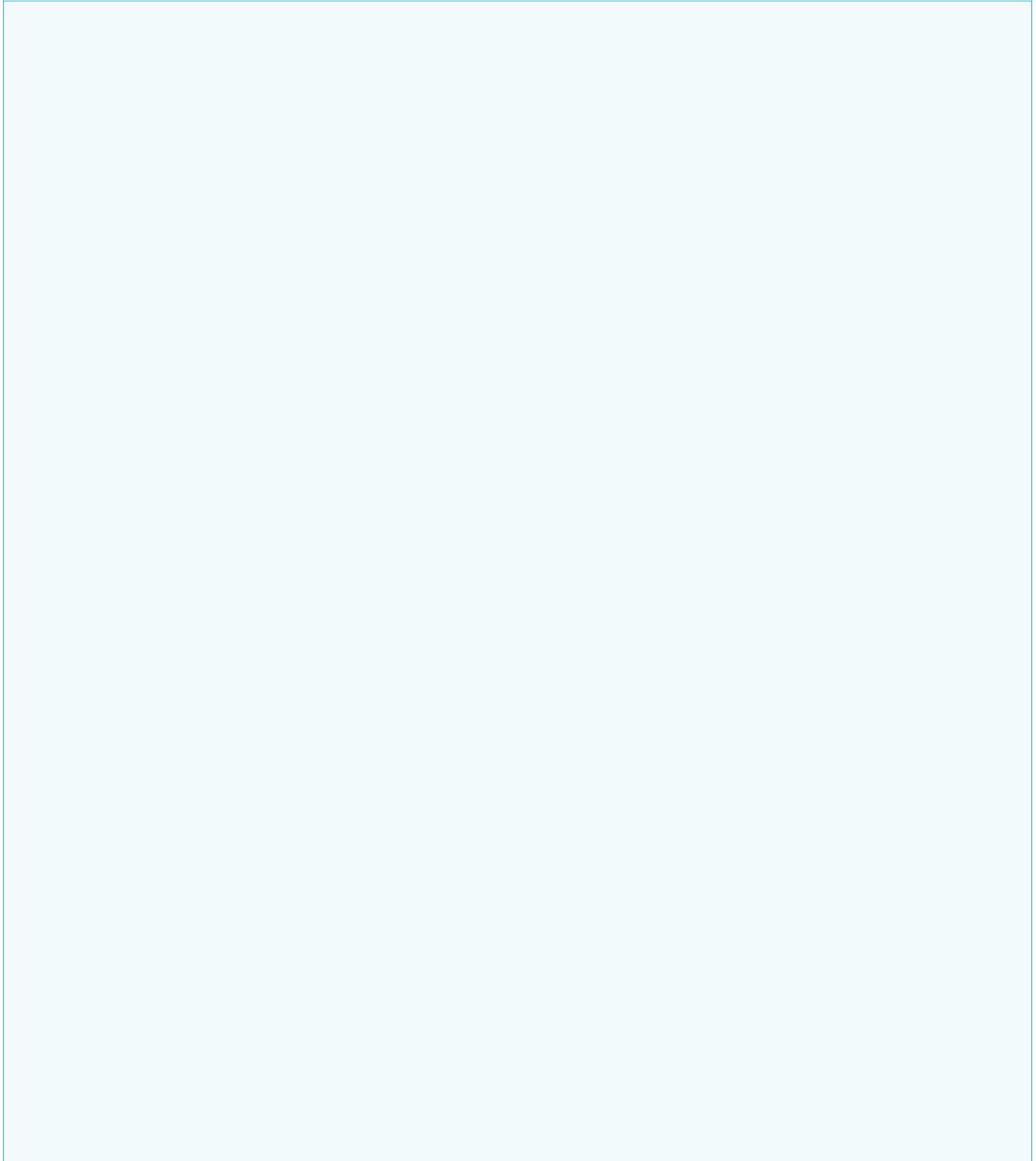
Do users understand the term “governing body”? Would another term work better?

This is not a useful term. In our view it is not required. If a separate CoP is retained for Public Sector schemes then the new code can continue to refer to "Trustee(s)" for trust based schemes. A separate updated code can then be maintained for public sector schemes that continues to refer to the roles of the "Scheme Manager", "Pension Board" and Pension Committee. Trying to introduce a new term "Governing body" will add serious misunderstanding and adds no value to the existing codes.

An example of where the draft code creates confusion is where it refers to the role of the Chair. It is not clear to us in the context of public sector schemes whether this role is meant to be the Chair of the Scheme Manager, who have the fiduciary responsibility to members and where the role of a chair rarely exists, or the Chair of the Pensions Board, where a lot of the text is not relevant as the role of the Board is to assist the Scheme Manager not take responsibility themselves, or the Chair of the Pensions Committee, a role that does not exist in unfunded public sector schemes, only in local authority schemes. It would be far simpler to retain a separate code and explain specifically the role and requirements of each body separately.

Public Sector Equality Duty (PSED)

We would be interested to understand if there are any aspects of our expectations users think would discriminate against, disadvantage or present an additional or exceptional challenge to anyone with a protected characteristic.



General comments about the new code of practice

Please use this page for any further comments you have.

As mentioned earlier we believe that including the Code of Practice for Public Sector Schemes (CoP14) in the consolidation is a mistake. It adds a great deal of confusion in a number of areas, including requiring the use of a new term "Governing Body".

We believe it would be better to consolidate all the private sector codes that impact occupational trust based schemes into one new code and retaining the term "Trustee(s)" throughout. Once this is done the aspects of the new code that apply to public sector schemes and are not in the current CoP14 can be picked out and transposed into a new Code of Practice for Public Sector Schemes, which would cover the roles and responsibilities of all the separate bodies that have a role in public sector scheme governance.

How to contact us

Napier House
Trafalgar Place
Brighton
BN1 4DW

<https://www.thepensionsregulator.gov.uk/>

<https://trusteetoolkit.thepensionsregulator.gov.uk/>

Free online learning for trustees

<https://education.thepensionsregulator.gov.uk/>

Pensions education portal

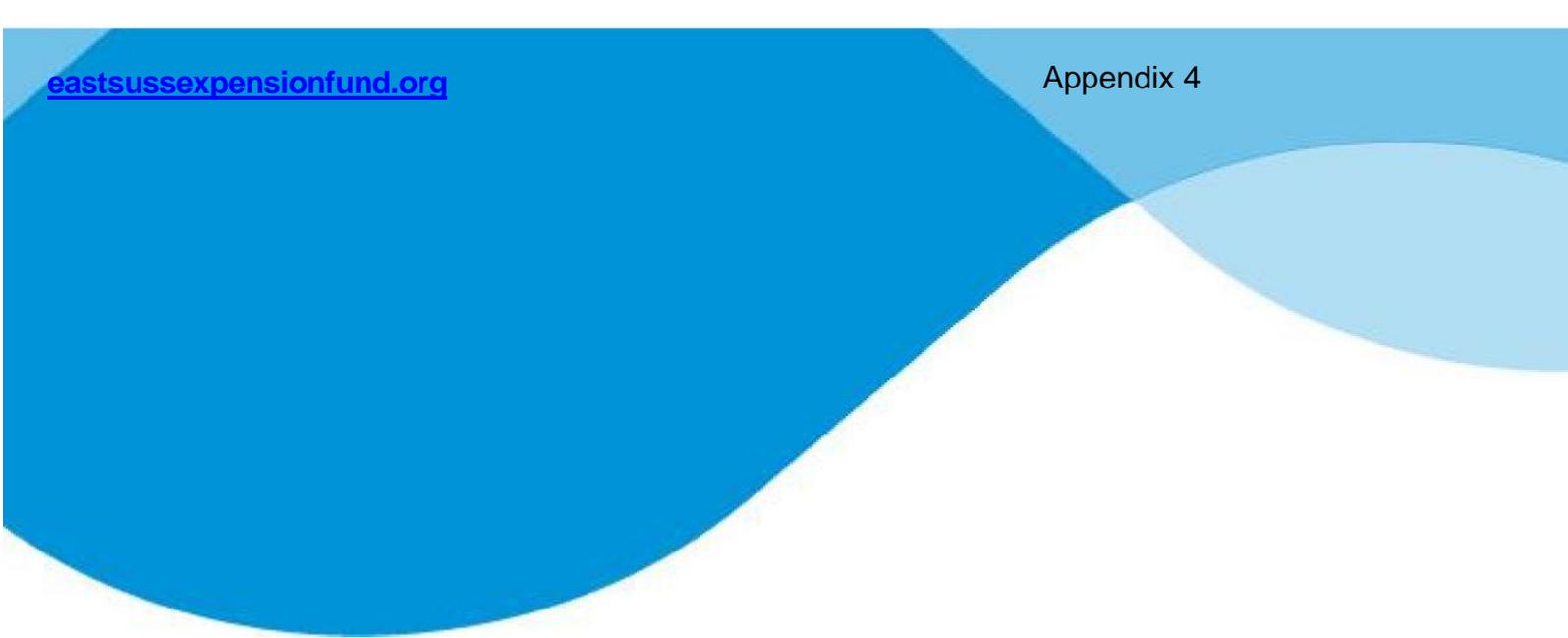


Response form 1: **General questions about the new code of practice**

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East Sussex Pension Fund

FINANCIAL HARDSHIP POLICY

June 2021

Contents

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Policy Statement

- a. Introduction and Objectives

Hardship Policy

- a. Application of the policy
- b. Roles and Responsibilities
- c. Data Protection

Appendix A – Template to fee waiver request

Summary

This policy is to be applied when a member applies for information from the East Sussex Pension Fund (the Fund), that request would normally attract a fee and the member states they are unable to pay the fee due to financial hardship.

In applying this policy due regard shall be taken to The Public Service Equality Duty (PSED). The application of this policy shall ensure the Fund does not discriminate against members of the Fund and will strive to promote equality of opportunity and improve relations.

Policy Statement

a. Introduction and objectives

From time to time the Fund receives requests for information from a member where that member does not have an automatic entitlement to it. Alternatively, the request may state a preference for the information to be provided in a non-standard manner. In both instances the request may attract a fee under the discretionary charging structure applied by the Administrating Authority.

Where a fee is to be levied some members may have a pressing need for the information but not be in a position to pay the fee due to financial difficulties. Where such an application is made, the Fund should ensure the application of a fee does not unreasonably disadvantage the member. This decision needs to be balanced against considering the impact on the generality of the Fund and the PSED.

Hardship Policy

a. Application of this policy

The default position is that a charge indicated on the Fund's list of fees shall be chargeable.

Should a member request information that would incur a fee but state they are unable to pay due to financial difficulties then the member of the Administration Team considering the request shall:-

- a. Inform the person claiming financial difficulties that this is defined as having insufficient income to meet their essential expenditure.
- b. Should the person wish to be considered for financial difficulties having been told this, a request is to be made for up to the last 6 months of bank statements including any saving accounts. This is to be requested using the template in appendix A.
- c. Advise the person claiming financial difficulties that the Trade Unions provide hardship support and members and their families who may be experiencing financial difficulties can reach out to the trade union

representatives. Note the trade unions support active deferred and pensioner members of LGPS employers and not just the current employees of the primary Councils.

- d. Upon receipt consider whether the income indicated is able to meet essential expenditure. Essential expenditure refers to payments such as rent/mortgage, tax, energy, food and essential travel. If in doubt, contact the Finance and Benefits Assessment Team within Adult Social Care Financial Services who will be able to offer assistance. Officers reviewing a financial hardship request can find details of this team on the intranet.
- e. If the person asking for the fee to be waived does not consent to providing the information requested they will not be considered as in financial difficulties and the fee applied.

Once the review of whether the member has sufficient income to meet essential expenditure then a recommendation is to be made to Head of Pensions Administration about next course of action. The recommendation should refer to

- a. Charge to be applied
- b. Reason charge is applicable
- c. Impact of PSED consideration
- d. Proposed course of action – this may be a waiver, discount, payment arrangement, apply the fee or other approach as may be appropriate in the circumstances.

b. Roles and responsibilities

The Head of Pensions Administration shall be the decision maker as to whether the recommendation be accepted. The decision shall be recorded in the Fund Decision and Action log.

Six months after the decision is made by the Head of Pensions Administration, the financial information provided to support the request must be deleted unless a complaint has been received about the decision. This will be done by the officer processing the request.

c. Data Protection

The member data sought through the application of this policy will be stored in a secure folder that has limited access rights. Data will be deleted six months after a decision is made, this is in line with the period available to raise a complaint under the Fund's Internal Dispute Resolution Policy.

Data subjects have the right to refuse to provide this data, but if they do so a financial hardship assessment will not be carried out.

This policy has been through a Data Protection Impact Assessment (DPIA) process.

Appendix A – Template to request data for decision to waive fee

Dear [Name]

Thank you for your request for [request].

As you know the East Sussex Pension Fund would normally apply a fee for providing this information. Where someone is in financial hardship and unable to pay the fee, we are willing to consider waiving the payment. However, we have to act fairly in respect of all our stakeholders; so we need to make sure it appropriate for the costs involved to be borne by the wider membership.

To allow us to review whether you are in financial hardship, please would you provide me with [a copy of your last 6 month's bank statements]. This should include any savings accounts you hold. We will use this information to verify your request.

For your information, financial hardship is defined as **having insufficient income to meet essential expenditure**.

Please note, if you do not consent to us obtaining this information we will not be able to consider your request that the fee be waived.

Should you provide these documents we will hold them for 6 months after a decision is made about your request for the fee to be waived.

Please also note, if you or your family are experiencing financial difficulties, you may wish to reach out to the trade unions who are also able to provide hardship support.

Yours sincerely

Note highlighted section dependant on the considered circumstances in the case. 6 months bank statements is the maximum request.

CH1

East Sussex County Council Pension Fund

Local Government Pension Scheme

Pension Sharing on Divorce/Dissolution – Schedule of Charges



Scheme Member not yet retired – about to divorce/dissolve civil partnership

Procedure	Comments	Estimated cost	Charged to*
1. provision of basic information relating to the LGPS.	Standard annual entitlement under Pension Schemes Act 1993	£0	
2. Produce CETV calculation	If standard annual entitlement under Pension Schemes Act 1993 (except see 3. Below) If the Scheme member or Court require the CETV quotation to be provided within 3 weeks of request being received.	£0 £150 + VAT/quotation	Scheme member
3. Additional CETV quotations within a 12 month period		£150 + VAT/additional quotation	Scheme member
4. Provision of other information	If under disclosure of information legislation Otherwise, depending on the nature of the request	£0 Minimum £0 Maximum £50 + VAT	Scheme member or ex-spouse/civil partner, depending on who requests the information
5. Receipt of pension sharing order or consent order	To cover all administration costs from receipt of the pension sharing order to completion of pension payments	£500 + VAT	Ex-spouse/ civil partner
6. Assuming all documentation is in place, settle a transfer out (instead of 5. Above)		£150 + VAT	Ex-spouse/ civil partner
7. Objections to order by pension scheme	Onus should be on the draftsman of the order to ensure that it is correctly drafted prior to issue	Scheme to notify member/solicitor that costs for dealing with inoperable orders will be passed on	

Scheme member retired – pension in payment – about to divorce/dissolve civil partnership

Procedure	Comments	Estimated cost	Charged to*
1. provision of basic information relating to the LGPS.	Standard annual entitlement under Pension Schemes Act 1993	£0	
2. Assess the value of the pension in payment, including any contingent benefits	Actual costs dependent on charges incurred for actuarial time	£250 + VAT	Pensioner
3. Administrative cost of collecting and interpreting medical evidence in respect of divorcing couple	It is assumed that the charges for supply of medical evidence will be met by the divorcing couple	Scheme to advise that payment of supply of medical evidence will be the responsibility of the member	
4. Establish new pensioner record	To cover all administration costs from the receipt of a pension sharing order to completion of pension payments	£500 + VAT	Ex-spouse/civil partner
5. Assuming all documentation is in place, settle a transfer out (instead of 4. Above)		£150 + VAT	Ex-spouse/civil partner
6. Establish a new member scheme record (record keeping/tracing reasons, etc.)		£50 + VAT	Ex-spouse/civil partner

Notes:

1. *** Invoice to be issued as stated unless the court order specifies otherwise.**
2. **All charges associated with pension sharing on divorce/dissolution are to be paid IN FULL before the pension sharing order will be implemented.**
3. **VAT is required to be added to the charges specified. All charges shown are, therefore, exclusive of VAT.**
4. **Reasonable administrative costs associated with the implementation of an earmarking order will also be recovered and details can be provided if required.**
5. **All charges are correct at the time of production of this charging schedule. The authority administering the Pension Fund will increase its charges each April by RPI (over the 12 months to the previous September).**
6. **The County Council's in-house AVC providers may also charge for the provision information for pension sharing on divorce/dissolution or work involved in implementation of a pension sharing order. Any such charges will be charged in full in addition to the figures quoted above.**

December 2000

East Sussex CC LG Pension Fund



GOVERNANCE AND COMPLIANCE STATEMENT

June 2021

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Governance Policy Statement

Introduction

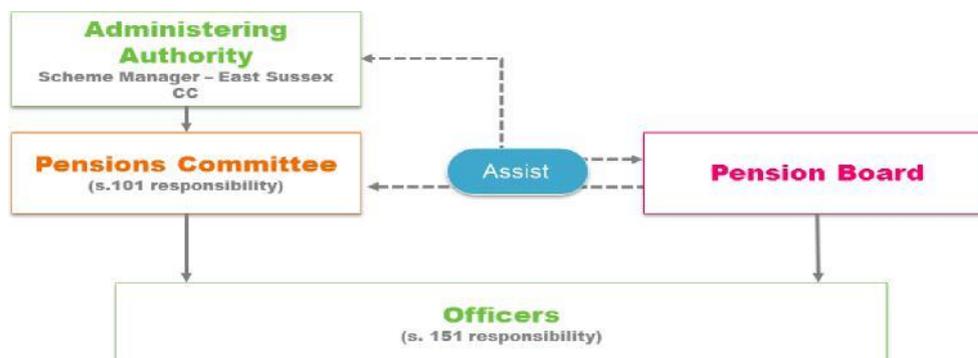
1. This is the Governance Policy Statement of the East Sussex Pension Fund (the Fund), which is managed by East Sussex County Council, the Administating Authority (Scheme Manager) on behalf of all the relevant employer bodies in the Fund. All Local Government Pension Scheme (LGPS) Funds in England and Wales are required to publish and keep under review a Governance Compliance Statement.
2. The Governance Compliance Statement of the East Sussex Pension Fund is comprised from the Compliance to Statutory Guidance Statement and a Governance Policy Statement. The Public Services Pensions Act 2013 (The Act) introduces a new framework for the governance and administration of public service pension schemes. The Act has a material impact on existing governance arrangements in the Local Government Pension Scheme (LGPS), which are enforced by changes to the LGPS regulations.
3. As a result of the Act, The Pensions Regulator introduced codes of practice covering specific areas relating to public sector pension schemes. The changes to the Fund because of the good governance review, concluded in 2020, require revisions to the existing East Sussex Pension Fund Governance Compliance Statement. It is noted that The Pensions Regulator intends to make changes to its Codes of Practice and the potential impact on the Fund is being monitored.
4. As Administering Authority, East Sussex County Council is the designated statutory body responsible for administering the East Sussex Pension Fund of behalf of the constituent Scheduled and Admitted Bodies in the relevant area. The Local Government Pension Scheme Regulations specify that, in investing the Fund's money, regard must be given to the need for diversification and for proper advice obtained at reasonable intervals.

Governance of East Sussex Pension Fund

5. East Sussex County Council operates a Cabinet style decision-making structure. Under the Constitution, the Pension Committee has delegated authority to exercise the powers of the County Council in respect of the pensions of all employees of the Council (except teachers), including the approval of the Fund admission agreements. It also has authority for the management of the Fund.
6. The Fund governance focuses on:
 - The effectiveness of the Pension Committee, the Local Pension Board (Pension Board) and officers to which delegated function has been passed, including areas such as decision making processes, knowledge and competencies.
 - The establishment of policies and their implementation.
 - Clarity of areas of responsibility between officers and Pension Committee/Board members.
 - The ability of the Pension Committee/Board and officers to communicate clearly and regularly with all stakeholders.
 - The ability of the Pension Committee/Board and officers to ask for the appropriate information and advice and to interpret that information in their supervision and monitoring of the Scheme in all areas.
 - The management of risks and internal controls to underpin the framework.

East Sussex Pension Fund

The Overall responsibility for the governance of the East Sussex Local Government Pension Scheme and for the approval of this document resides with the Pension Committee.



Responsibilities of the East Sussex Pension Committee

7. The Council's Pension Committee is established as the Fund's scheme manager and is responsible for arrangements for the investment, administration and management of the Fund. The Pension Committee is responsible for setting all Fund policies including the setting of the appropriate funding target for the East Sussex Pension Fund.
8. Detailed terms of reference for the Committee are included as **Appendix A**.

Responsibilities of the East Sussex Pension Board

9. To help to ensure that the East Sussex Pension Fund is managed and administered effectively and efficiently and complies with the code of practice on the governance and administration of public service pension schemes issued by The Pension Regulator.
10. To provide assistance to East Sussex County Council as the Administering Authority and the LGPS Scheme Manager in securing compliance with:
 - LGPS Regulations and any other legislation relating to the governance and administration of the LGPS;
 - requirements imposed in relation to the LGPS by The Pensions Regulator;
 - ensure effective and efficient governance and administration of the LGPS; and
 - any other matters as the LGPS regulations may specify.
11. The role of the Pension Board will be oversight of these matters and not decision making. The Board seeks assurance that due process is followed by the Fund.
12. Detailed terms of reference for the Board are included as **Appendix B**.

Operational Procedures of the Pension Committee and Pension Board.

13. The Pension Committee receives and reviews quarterly reports in relation to all its Investment Fund Managers through its Investment Consultant, Isio. The Pension Committee is also advised by an additional Independent Advisor to help balance the advice providing additional challenge and debate to decision making.
14. In addition, the Pension Committee and Pension Board is advised by the County Council's Chief Finance Officer (in their capacity as the Council's designated Treasurer).
15. The Pension Board meets two weeks in advance of the Pension Committee to enable the Board to consider and comment on the reports due to be considered by the Committee. This ensures the Committee takes into account the comments of the Board ahead of

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taking decisions, as the Board's minutes are included as part of the Committee agenda pack.

16. The Pension Board and Pension Committee consider reports on Administration of the Fund, the Risk register and any Fund Breaches at all core meetings.
17. Both the Pension Board and Pension Committee have access to professional advice via specialist advisers, where appropriate to work being carried out.
18. Agendas and reports for both the Board and Committee are published on the ESCC website at least 5 working days in advance of the meeting.
19. All meetings are open to the public except where the Board and Committee resolve to exclude the press and public due to the consideration of information that is exempt under section 12A of the Local Government Act 1972.
20. The work plan of both Board and Committee is set out in a work programme agreed at each meeting. This helps the stakeholders understand what will be discussed at future meetings.

Frequency of meetings of the East Sussex Pension Committee.

21. The Pension Committee meets at least 4 times a year.

Frequency of meetings of the East Sussex Pension Board.

22. The Pension Board meets at least 4 times a year.

Membership of the Pension Committee

23. The County Council appoints five members to the Committee in accordance with political balance provisions. All members of the Committee have voting rights.
24. In relation to pension matters, the Committee consider directly all issues relating to pension administration, such as changes in benefit regulation, admission agreements, the Pension Fund Investments, etc.

Membership of the Pension Board

25. In accordance with Regulation 107 of the LGPS Regulations 2014, a Pension Board must include an equal number of employer and member representatives with a minimum requirement of no less than four in total. In considering the size of the East Sussex Pension Board, the Council has taken into consideration number of factors including:
 - The size of the Council's existing Pension Fund governing arrangement and decision making process.
 - The number of scheme members, number and size of employers within the Fund and any collective arrangements in place for them to make decisions or provide input in relation to Fund matters.
 - The direct and indirect cost of establishing and operating the Board.
26. Composition of the East Sussex Pension Board - The Pension Board shall consist of 7 members as follows:
 - Employer representative x 3 (to represent all employers within the scheme)
 - Scheme member representative x 3 (to represent all members of the scheme; active, deferred and pensioners)

- Independent Chair x 1
27. Employer representatives and scheme member representatives have voting rights. The Independent Chair does not have voting rights
 28. Where possible the employer representatives will be appointed to represent each of Brighton and Hove City Council as the second largest scheme employer after ESCC; the five district and borough councils; and all other employers. However, in practice, all will actively represent the full range of employers in the scheme.
 29. An independent chair is appointed to enhance the experience, continuity, knowledge, impartiality and performance of the Board. The chair of the Board is invited to attend Pension Committee meetings where they are able to report back on discussions and recommendations from the Board, to represent the views of the employer and member representatives into Fund decision making.
 30. The term of office for Board members is 4 years. This can be extended following reselection by 2 years.

Pension Board Representatives nomination/appointment

31. The methodology for appointing employer and member representatives is not prescribed by the Regulations. It is therefore up to the Administrative Body's (ESCC) discretion to establish an appropriate process, which has been included within the East Sussex Pension Board constitution and terms of reference. For details see Appendix B to this statement.
32. The term of membership and the impact of seeking representations every 4 years, a phased approach to the term of office for Pension Board members have been developed. Not all Pension Board member's terms of membership come to an end in the same year. This will then ensure that at no point is the Pension Board required to seek nominations for more than 50% of the Board.
33. The ESCC Governance Committee has the delegated authority to either confirm a full appointment of a Pension Board member for 4 years or to agree a temporary extension of the term by 2 years where the same term has not already been extended without a full appointment being made.

Vice Chair appointment

34. Meetings of the Pension Board cannot go ahead without the Chair or Vice Chair present, so there is a risk that a meeting of the Board would not be able to proceed if the Chair is unable to attend for any reason.
35. The Pension Board agreed that in order to maintain the balance between scheme members and employer representation that a scheme member vice chair and an employer vice chair would be nominated from the existing Pension Board members, and that the role of vice chair would alternate between scheme member and employer at each meeting.

Consultation with Employing Authorities

36. All employing bodies are kept informed of current pension issues, such as proposed changes in the regulations and their implications, by quarterly newsletter. They are encouraged to get in touch if they have questions.
37. In addition to these electronic briefings, the Fund holds an annual Employers' Forum to which all scheduled and admitted bodies of the Fund are invited. This was held virtually in 2020, due to the Covid-19 pandemic, but will be re-instigated as a physical event when Government guidelines permit. This annual meeting covers both actuarial and investment issues and always contains a presentation from the Fund's Actuary. The District Councils

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receive feedback from their representatives on the Pension Board and are also briefed on pension matters bi-monthly by the Fund's Treasurer at meetings of the East Sussex Financial Officers Association. Update briefings to these meetings are also circulated by email to all other employers in the East Sussex Pension Fund.

38. All employees receive periodic newsletter update on pension issues, especially on any changes affecting benefits. These updates are shared with all employers.
39. More detail on the approach to communication is covered in the separate Pension Fund Communication Statement.

Working Groups

40. The Fund has set up a number of working groups to help progress specific projects or areas of focus. The Pension Board are able to initiate working groups to focus on areas that would benefit from focus of the employer or member representatives.
41. An update is provided at each Pension Board and Pension Committee meeting to report back on the activities of each working group.
42. In 2020/21 the Pension Fund had a Data Improvement Programme working group, an Investment Implementation working group, a McCloud working group and had approved the creation of a Communications working group. There was an ESG (Environmental, Social and Governance) working group in operation during 2020 for research purposes but this was disbanded and absorbed into the Investment Implementation working group as it was agreed that ESG should not be considered as a separate issue but should be fully integrated within all investment decisions.
43. Each working group has its own terms of reference and membership which is firstly discussed at Pension Board and approved by Pension Committee.
44. Both the Data Improvement Programme working group and McCloud working group had member and employer representation during 2020/21.

Conflicts of interest

45. A conflict of interest is a financial or other interest which is likely to prejudice a person's exercise of their duties as a member of the Pension Board or Pension Committee. It is not permitted for a Pension Board member to have an actual conflict of interest.
46. To prevent conflicts of interest members of the Pension Board, Committee and Officers are required to disclose interests. Potential conflicts are also disclosable as a standing item on the agenda for Board and Committee meetings.
47. Where a potential conflict of interests is identified the person with the potential, or perceived, conflict is not able to take part in discussions on the topic, excluded from voting, or otherwise has the conflict managed at the discretion of the Chair or Vice Chair as appropriate.
48. The Fund approved its own conflict of interest policy in November 2020, to bring the Fund in line with the findings of the Scheme Advisory Board's (SAB'S) Good Governance Report.

Knowledge and understanding

49. It is a requirement that members of the Pension Board have sufficient knowledge and understanding to carry out their function. Where a new member joins the Pension Board they are to develop this level of knowledge as soon as possible. Whilst the law does not stipulate a timeframe it does for a new trustee of a private occupational scheme and an inference can be drawn the same six-month time period should apply.
50. The SAB's Good Governance Report says that Officers and Committee members should also have sufficient knowledge and understanding to carry out their functions. The Fund's Training Policy is in line with this recommendation and applies to Pension Board and Committee members as well as officers. It is linked to the CIFPA skills matrix.
51. The Fund has recruited a Pensions Training Co-ordinator. This Officer will engage with the Chairs of both the Pension Board and Pension Committee to establish the individual needs of members, as well as liaise with Officers, to develop a detailed training plan. This plan will be in line with the published Training Policy. The amount of spent training will also be recorded.
52. New members of the Pension Board and Committee, along with those already in role and relevant officers, are invited to induction training. Some of this training is provided by the Fund's legal and actuarial advisors.
53. The Fund carried out a training needs analysis in 2020 with Committee and Board members through a knowledge based questionnaire. The results of these training needs lead to the creation of the annual training plan for Board and Committee members.
54. The Fund invite members of both the Board and Committee to a range of inhouse and external training sessions and conferences to help develop their knowledge and skills relevant to their roles. In addition, officers attend training sessions and conferences in compliance with the training strategy and their professional CPD requirements to stay current.

Good Governance report

55. In February 2021 the SAB published an updated version of its report following its review of good governance across the LGPS. This report covers representation, conflicts of interest and knowledge and understanding. The findings of these areas are referred to in the relevant sections above. Additionally, the SAB made a number of recommendations in the areas of service delivery along with compliance and improvement.
56. The SAB recommends that all funds in the LGPS should have a Pension Administration Strategy. The Fund updated and enhanced their policy in 2020 to ensure this is more complete and accessible. This strategy was shared with employers in the Fund as part of a consultation process prior to implementation. The Pension Administration Strategy is also publicly available on the Fund's website.
57. The SAB has also recommended that Fund's obtain a biennial independent governance review. The Fund has undertaken governance reviews with reports being produced by external consultants in both January 2019 and May 2020, highlighting a number of recommendations to Fund governance to be complaint with the recommendations from the SAB good governance projects phase 2 report published in November 2019. The fund finished implementing the recommendations from the second report in November 2020. The Fund has undertaken a series of audits on both administration and internal governance in the past year with the results shared with the Pension Board and Pension

Committee. These reviews were conducted by Orbis Internal Audit team and the Fund is committed to undertaking regular audits, both internally and externally.

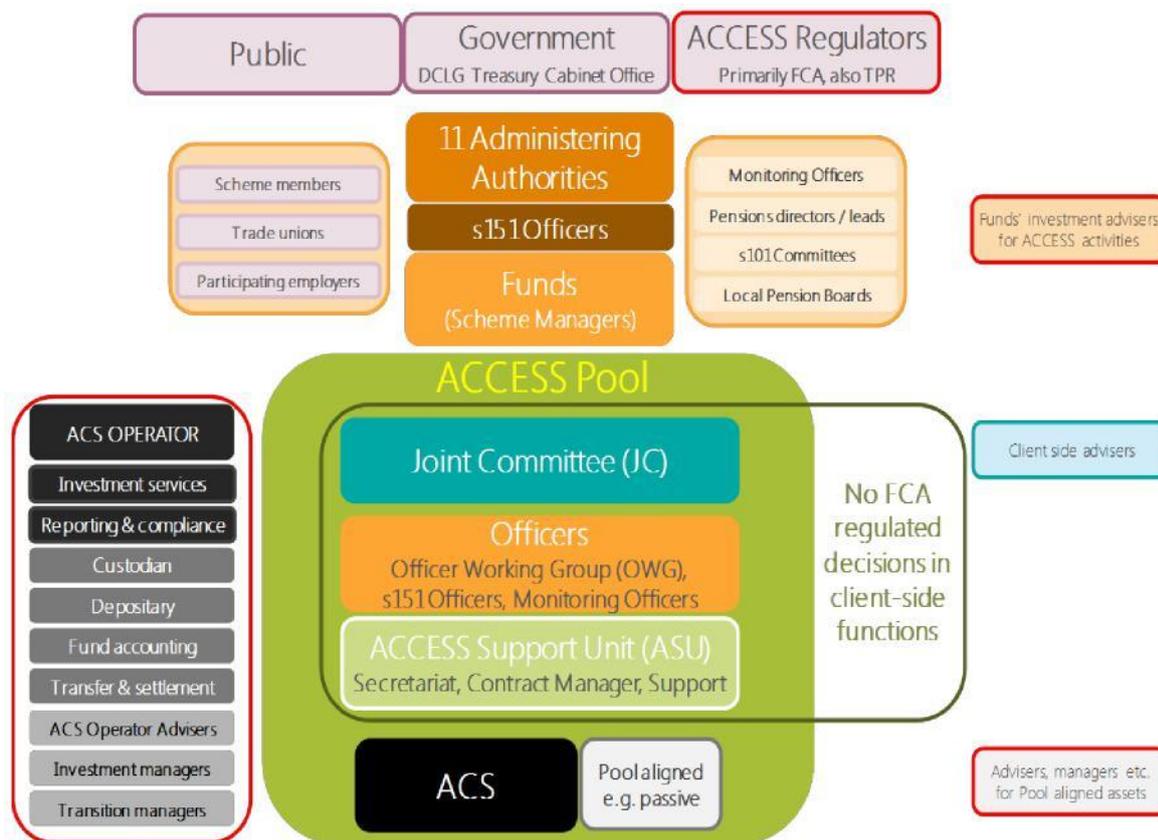
LGPS Asset Pooling Governance - ACCESS Pool

58. ACCESS (A Collaboration of Central, Eastern and Southern Shires) is made up of 11 Local Government Pension Schemes (LGPS) Administering Authorities, which are committed to working together to optimise benefits and efficiencies on behalf of their individual and collective stakeholders, operating with a clear set of objectives and principles that drives the decision making process.

ACCESS Pool Governance

59. The ACCESS Pool is not a legal entity in itself but is governed by the Inter Authority Agreement signed by each Administering Authority. The Inter Authority Agreement sets out the terms of reference and constitution of ACCESS.
60. The formal decision-making body within the ACCESS Pool is the ACCESS Joint Committee. The Joint Committee has been appointed by the 11 Administering Authorities under s102 of the Local Government Act 1972, with delegated authority from the Full Council of each Administering Authority to exercise specific functions in relation to the Pooling of Pension Fund assets.
61. The Joint Committee is responsible for ongoing contract management and budget management for the Pool and is supported by the S151 Officers, Officer Working Group and the ACCESS Support Unit. The Officer Working Group are officers identified by the Administering Authorities whose role is to provide a central resource for advice, assistance, guidance and support for the Joint Committee.
62. The ACCESS Support Unit (ASU) provides the day-to-day support for running the ACCESS Pool and has responsibility for programme management, contract management, administration and technical support services.
63. The Section 151 Officer of each Pension Fund provide advice to the Joint Committee and in response to decisions made by the Joint Committee ensure appropriate resourcing and support is available to implement the decisions and to run the ACCESS Pool.
64. Strategic oversight and scrutiny responsibilities remain with the Administering Authorities as does all decision making power to their own Funds asset allocation and the pooling of assets that each Fund holds within the arrangements developed by the ACCESS Pool.
65. The diagram below sets out the overarching ACCESS governance arrangements.

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ACCESS Pool Operator

66. Link Fund Solutions Ltd was appointed to provide a pooled operator service. Link is responsible for establishing and operating an authorised contractual scheme along with the creation of a range of investment sub-funds to meet the needs of the investing authorities enabling them to execute their asset allocation strategies and the appointment of the investment managers to those sub-funds. The operator role is FCA regulated.

Contact Details

Sian Kunert
 Head of Pensions
 Business Services Department
 East Sussex County Council
 County Hall
 St Anne's Crescent
 Lewes
 East Sussex
 BN7 1SF
 Tel: 07701394423
[Email: sian.kunert@eastsussex.gov.uk](mailto:sian.kunert@eastsussex.gov.uk)

Ian Gutsell
 Chief Finance Officer
 Business Services Department
 East Sussex County Council
 County Hall
 St Anne's Crescent
 Lewes
 East Sussex
 BN7 1SF
 Tel: 01273 481399
[Email: ian.gutsell@eastsussex.gov.uk](mailto:ian.gutsell@eastsussex.gov.uk)

Delegation of Functions

The following functions are delegated by the Administering Authority:

Scheme Administration

Governance Principles: Effective committee delegation; appropriate accountability; rigorous supervision and monitoring

Including, but not exclusively or limited to, record keeping, calculation of and payment of benefits, reconciliation and investment of contributions, preparation of annual accounts, and provision of membership data for actuarial valuation purposes.

The Administering Authority has responsibility for “Scheme Administrator” functions as required by HM Revenues and Customs (HMRC) under the Finance Act 2004.

Delegated to:

Pension Committee (monitoring)

Chief Finance Officer (Pension Fund Governance and Investment implementation)

Funding

Governance Principles: Effective committee delegation; appropriate accountability; written plan policies

Including, but not exclusively or limited to, setting of the appropriate funding target for the Local Government Pension Scheme. The Chief Finance Officer shall be responsible for maintaining the Funding Strategy Statement (FSS). The Pension Committee shall be responsible for approving the FSS.

Delegated to:

Pension Committee (policy approval)

Chief Finance Officer (maintaining FSS and policy implementation)

Investment

Governance Principles: Effective committee delegation; appropriate accountability; written plan policies

Including, but not exclusively or limited to, setting of an appropriate investment strategy or strategies, selection of investment managers, setting of performance benchmarks and regular monitoring of performance. The Pension Committee shall be responsible for maintaining the Investment Strategy Statement (ISS).

Delegated to:

Pension Committee (strategy approval, manager selection, benchmarks, monitoring)

Chief Finance Officer (Pension Fund investment implementation)

Communications

Governance Principle: Effective information flow; written plan policies

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Including setting of a communication strategy, issuing of benefit statements, annual newsletters, and annual report. The Pension Committee shall be responsible for maintaining the Communications Policy.

Delegated to:

Pension Committee (policy approval)

Chief Finance Officer (Pension Fund policy implementation)

Risk Management

Governance Principle: Effective committee delegation; appropriate accountability; written plan policies

Including the identification, evaluation and monitoring of risks inherent within the Local Government Pension Scheme. The Pension Committee shall be responsible for approving the Risk Register. The Chief Finance Officer shall be responsible for maintaining the risk register.

Delegated to:

Pension Committee (pension fund risk register approval)

Chief Finance Officer (maintaining the pension fund risk register)

Delegations by the administering authority are published in the Council's constitution which can be accessed at

<https://www.eastsussex.gov.uk/yourcouncil/about/keydocuments/constitution/>

Terms of Reference and Decision Making

Terms of Reference:

Governance Principle: Effective board delegation; written plan policies

The Pension Fund Committee Terms of Reference as approved by Full Council in July 2020 are shown in **Appendix A** to this document.

The Pension Board Terms of Reference as approved by Full Council in July 2020 are shown in **Appendix B** to this document.

Working groups of the Fund have terms of reference that are approved by the Pension Board and Pension Committee.

Administration, Funding, Investment, Communications and Risk Management

In line with the Council's Constitution, the Pension Committee shall oversee Pension Fund administration, funding, investment, communication, risk management and the overall governance process surrounding the Fund.

Any change in relation to the Funding Strategy Statement, is consulted with scheme employers prior to adoption.

Structure of the Pension Committee and representation:

Governance Principle: Effective committee delegation

The Pension Committee shall be made up of:

5 County Councillors appointed by the Governance committee according to the political makeup of the council including the chairman. Decision making quorum of 3 members.

The Pension Board is made up of three Scheme member representatives, to represent all members of the scheme; active, deferred and pensioners; three Scheme employer representatives to represent all employers within the scheme; and an Independent Chair.

Scheme member representatives and Scheme employer representatives are members of working groups.

Scheme employers are invited to an annual employer forum for training and information on developments within the scheme. Employers are able to raise topics of interest for this forum and ask questions of officers and advisers as required at the event.

The Fund created an Employer Engagement team to specifically focus on improving the information sharing and support to scheme employers.

Decision Making:

Governance Principle: Effective committee delegation; rigorous supervision and monitoring

The Pension Committee shall have full decision-making powers. Each member of the Pension Committee shall have full voting rights.

Operational Procedures

Frequency of Meetings:

Governance Principle: Effective board delegation; effective information flow

The Pension Committee shall meet quarterly. The Pension Committee shall receive full reports upon all necessary matters as decided by the Chief Finance Officer, and any matters requested by members of the Pension Board for consideration by the Committee. Provision exists for the calling of special meetings if circumstances demand.

The Pension Board shall meet quarterly. The Pension Board shall receive full reports upon all necessary matters as decided by the Chief Finance Officer. Generally, the Pension Board receive the same reports as Pension Committee, excluding Investment reports. Pension Board then feed comments back to Committee in advance of decisions being made.

Competencies, Knowledge and Understanding:

Governance Principle: Effective board delegation; appropriate accountability

Officers and Members of the Pension Committee shall undertake training to ensure that they have the appropriate knowledge, understanding and competency to carry out the delegated function. This is laid out in the approved training strategy for the Fund.

Pensions Board have a statutory obligation to carry out sufficient knowledge and skills training.

It is recommended that such knowledge, understanding and competency are evaluated on an annual basis to identify any training or educational needs of the Officers, the Pension Committee and the Pensions Board.

Reporting and Monitoring:

Governance Principle: Rigorous supervision and monitoring; effective information flow

i) Pension Board

The Pension Board is established by the administering authority to assist in securing compliance with the LGPS Regulations, any other legislation relating to the governance and administration of the scheme, and any requirements imposed by The Pensions Regulator.

The Pension Committee shall:

- Provide the Pension Board with adequate resources to fulfil its role.
- Consider and respond to reports from the Pension Board within a reasonable period of time.

The Pension Board minutes are considered at the start of each Pension Committee meeting to ensure views of Board are taken into account for effective decision making.

The Pension Board

The role of the Pension Board, as defined by Regulation 106 of the Local Government Pension Scheme Regulations 2013, is to assist the Administering Authority:

- to secure compliance with:
 - i) The scheme regulations;

- ii) any other legislation relating to the governance and administration of the LGPS Scheme and any connected scheme;
 - iii) any requirements imposed by The Pensions Regulator in relation to the LGPS Scheme.
- to ensure the effective and efficient governance and administration of the LGPS Scheme.

Terms, Structure and Operational Procedures

The Pension Board's Terms of Reference as approved by Full Council in July 2020 are shown in **Appendix B** to this document.

Review of Governance Policy Statement

Responsibility for this document resides with the Chief Finance Officer and will be reviewed by no less frequently than annually. This document will be reviewed if there are any material changes in the administering authority's governance policy or if there are any changes in relevant legislation or regulation.

Pension Committee terms of reference and membership

(a) Membership

- (i) The East Sussex Pension Committee will be composed of five members of East Sussex County Council, determined by the Council at the Council's Annual Meeting. (N.B. When making nominations Members should have regard to the need to ensure a balance of experience and continuity).
- (ii) Named substitutes are permitted for East Sussex County Council members.

Terms of Reference

The Pension Committee's will exercise on behalf of East Sussex County Council all of the powers and duties in relation to its functions as the Scheme Manager and Administering Authority for the East Sussex Pension Fund except where they have been specifically delegated to another Committee. The Pensions Committee will exercise its functions in accordance with the fiduciary duties of the Council as the administering authority of the East Sussex Pension Fund.

The Pension Committee will have the following specific roles and functions, taking account of advice from officers and the Fund's professional advisers.

- (i) Ensuring the Fund is administered, managed and pension payments are made in compliance with the regulations and having regard to statutory guidance that govern the operation of the Local Government Pension Scheme from time to time, and other legislation.
- (ii) Determining the Fund's aims and objectives, strategies, statutory compliance statements, policies and procedures for the overall management of the Fund, including but not limited to funding, investment, administration, communication and governance.
- (iii) Determining how the various administering authority discretions are operated for the Fund.
- (iv) Monitoring the implementation of all Fund policies and strategies on an ongoing basis.
- (v) In relation to the LGPS ACCESS Pension Fund Pool;
 - a. considering pooling matters including recommendations made by the ACCESS Joint Committee;
 - b. determining the transition of the assets held by East Sussex Pension Fund in relation to the Pool and the funds or sub-funds operated by the Operator;
 - c. recommending to the Governance Committee a member of the East Sussex County Council Pension Committee to the Joint Committee as and when required, having regard to the advice of the Head of Pensions;
 - d. appointing an East Sussex County Council officer to working groups such as the Officer Working Group and Onboarding Sub-Group as and when required;
 - e. advising the representative on the Joint Committee and Officer Working Group on such matters as may be required;

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- f. monitoring the performance of the LGPS ACCESS Pool and its Operator and recommending actions to the ACCESS Joint Committee, Officer Working Group or ACCESS Support Unit, as appropriate;
 - g. receiving and considering reports from the LGPS ACCESS Joint Committee, Officer Working Group and the Operator;
 - h. undertaking any other decisions or matters relating to the operation or management of the LGPS ACCESS Pool as may be required, including but not limited to appointment, termination or replacement of the Operator and approval of the strategic business plan.
-
- (vi) Making arrangements for actuarial valuations, ongoing monitoring of liabilities and undertaking any asset/liability and other relevant studies.
 - (vii) Making decisions relating to employers joining and leaving the Fund. This includes approving which employers are entitled to join the Fund, and any requirements relating to their entry, ongoing monitoring and the basis for leaving the Fund.
 - (viii) Agreeing the policy for exit credits and terms on which employers may leave the Fund. Approving decisions on cessations, post cessation arrangements, guarantees and bonds.
 - (ix) Agreeing the terms and payment of bulk transfers into and out of the Fund.
 - (x) Ensuring robust risk management arrangements are in place, considering and making recommendations in relation to the internal audit strategy and internal audit report pertaining to the management of the fund and reviewing its findings.
 - (xi) Agreeing the Fund's annual business plan and annual and medium term budgets, and monitoring progress against them.
 - (xii) Selection, appointment and dismissal of the Fund's advisers and suppliers, including actuary, benefit consultants, investment consultants, global custodian, fund managers, lawyers, pension fund administrator, Additional Voluntary Contribution providers and independent professional advisors. This includes determining the services to be provided and monitoring those services, including where this relates to shared services arrangements.
 - (xiii) Agreeing the Fund's Knowledge and Skills Policy and monitoring compliance with the policy.
 - (xiv) Agreeing the Administering Authority responses to consultations on LGPS matters and other matters where they may impact on the Fund or its stakeholders.
 - (xv) Considering views expressed by employing organisations and staff representatives in relation to the operation of the East Sussex Pension Fund.
 - (xvi) Considering the Fund's financial statements and approving an Annual Report on the activities of the Fund in line with legislation and guidance.
 - (xvii) Considering the Breaches Register at every quarterly Pension Fund meeting and reviewing recommendations from the Pensions Board.

Notes: 1. No matters relating to East Sussex County Council's responsibilities as an employer participating within the East Sussex Pension Fund are delegated to the Pension Committee.

Notes: 2 As a Non-Executive Committee, no matters relating to the Pension Fund's non-executive responsibilities as Scheme Manager are delegated to an Executive of East Sussex County Council.

Notes: 3 The Committee's primary contacts will be the Head of Pensions, Chief Finance Officer and its retained advisors

Training

The East Sussex Pension Fund has a dedicated Knowledge and Skills Policy which applies to all members of the Committee and which includes the expectation to attend regular training sessions in order they may maintain an appropriate level of knowledge and skills to perform their role effectively.

Constitution and terms of reference of the East Sussex Pension Board

Introduction

- (i) The Pension Board is established by East Sussex County Council (ESCC) under the powers of Section 5 of the Public Services Pensions Act 2013 and regulation 106 of the Local Government Pension Scheme (LGPS) Regulations 2013 ("the LGPS regulations" which includes such regulations as govern the Local Government Pension Scheme from time to time). ESCC is the scheme manager (and administering authority) to the East Sussex Pension Fund (ESPF).
- (ii) The East Sussex Pension Fund Board was appointed by East Sussex County Council (the Scheme Manager and Administering Authority to East Sussex Pension Fund) 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. As such, Parts 4 Rules of Procedure (Council's procedural Standing Orders) sub-parts 1, 2, 3, 4, 5 and 6 of the Constitution of East Sussex County Council do not apply to this Pension Fund Board unless expressly referred to within and permitted by these Terms of Reference and Rules of Procedure. The Board will exercise all its powers and duties in accordance with legislation and these Terms of Reference and Rules of Procedure. The Board shall have the power to do anything which is considered to facilitate, or is conducive or incidental to, the discharge of its functions. Powers of the Pension Board.
- (iii) The Pension Board will exercise all its powers and duties in accordance with the law and this Terms of Reference.
- (iv) ESCC considers this to mean that the Pension Board is providing oversight of these matters and, accordingly, the Pension Board is not a decision-making body in relation to the management of the Fund but instead can make recommendations to assist in such management. The Fund's management powers and responsibilities which have been, and may be, delegated by ESCC to committees, sub-committees and officers of ESCC, remain solely the powers and responsibilities of those committees, subcommittees and officers including but not limited to the setting and delivery of the Fund's strategies, the allocation of the Fund's assets and the appointment of contractors, advisors and fund managers. The Pension Board operates independently of the ESPF Pension Committee.
- (v) The Pension Board will ensure that in performing their role it:
 - a. is done effectively and efficiently and
 - b. complies with relevant legislation and
 - c. is done by having due regard and in the spirit of The Pensions Regulator's Code of Practice and any other relevant statutory or non-statutory guidance.

Objectives and role of the Pension Board

- (vi) The role of the Pension Board is defined by the LGPS Regulations as being to assist the Scheme Manager (ESCC as Administering Authority) to:
 - a. secure compliance with the LGPS Regulations and any other legislation relating to the governance and administration of the LGPS and requirements imposed in relation to the LGPS by the Pensions Regulator
 - b. ensure the effective and efficient governance and administration of the LGPS. This should be interpreted as covering all aspects of governance and administration of the LGPS including funding and investments.

- (vii) In doing this the Pension Board:
- a. shall assist the Scheme Manager with such matters as the LGPS Regulations and guidance may specify
 - b. shall seek assurance that due process is followed with regard to Pension Committee and may review any decisions made by or on behalf of the Scheme Manager or action taken by the Scheme Manager
 - c. shall seek assurance that any identified issues raised by Pension Board members are considered
 - d. shall comment on and assist in identifying and managing breaches of the law in relation to ESPF matters
 - e. shall make representations and recommendations to the Pension Committee as appropriate and shall consider and, as required, respond to any Government / Responsible Authority or Scheme Advisory Board requests for information or data concerning the Fund
 - f. may also undertake other tasks, including (but not limited to):
 - i. assisting the Pension Committee by reviewing aspects of the performance of the ESPF – for example by reviewing the risk management arrangements within ESPF (although the Pension Committee will remain accountable for risk management);
 - ii. reviewing administration standards or performance or review efficacy of ESPF member and employer communications; o reviewing published policies to ensure they remain fit for purpose and are complete;
 - iii. reviewing ESPF annual reports; o being part of any consultation process with the purpose of adding value to that process based on, for example, their representation of employers and ESPF members;
 - iv. discussing strategic matters such as communications where requested by the Pension Committee.
 - g. will produce an annual report which is shared with the Scheme Manager. It will outline the work of the Pension Board throughout the scheme year, which will help to –
 - i. inform all interested parties about the work undertaken by the Pension Board
 - ii. assist the Pension Board in reviewing its effectiveness and identifying improvements in its future operations.
 - h. shall carry out an annual self-assessment of the effectiveness of the Pension Board, and produce a report on this which will be shared with the Pension Committee.
 - i. must provide a record of each meeting to the following Pension Committee meeting and may make reports and recommendations to the Pension Committee insofar as they relate to the role of the Pension Board
 - j. shall assist in considering whether the East Sussex Pension Fund is being managed in accordance with the LGPS and other relevant legislation, including consideration of cases that have been referred to the Pension Regulator and/or the Pension Ombudsman; recommending changes to processes, training and/or guidance where necessary
 - k. shall monitor administrative processes and support continuous improvements
 - l. will ensure the scheme administrator supports employers to communicate the benefits of the LGPS to scheme members and potential new members.

Membership

- (viii) The Pension Board shall consist of:
- a. 3 employer representatives - employer representatives that can offer the breadth of employer representation for the ESPF.
 - b. 3 scheme member representatives – member representatives nominated to ensure a broad representation of scheme membership (active, deferred, and pensioners) to include:

1. two will be nominated by the trade unions, and
 2. the rest will be drawn from the total ESPF active, deferred and pensioner membership.
- c) 1 Independent Chair.
- (ix) The Pension Board shall be chaired by an Independent Chair.
 - (x) Substitutes for Board members are not permitted.
 - (xi) The Quorum of the Board will be 3 Members, excluding the Independent Chair. To be quorate the meeting must include at least one employer representative and one scheme member representative.
 - (xii) The Board has the power to set up working groups

Appointment of members of the Pension Board

- (xiii) The appointment process has been approved by the Governance Committee.
- (xiv) All appointments to the Pension Board shall be by the Governance Committee under delegated authority from the County Council, including the Independent Chair. The Vice Chair will alternate between scheme member representatives and employer representatives at each meeting. The Vice Chairs will be nominated from the existing Board members whenever one of the existing Vice Chairs is replaced.
- (xv) Appointments to the Pension Board shall be managed, wherever possible, so that appointment and termination dates are staggered such that there remains continuity for one meeting to the next.

Term of office

- (xvi) Employer representative appointments will expire after a 4 year period from their date of appointment by the Governance Committee or such time as resolved by the Governance Committee. The Governance Committee may agree an extension to this period by up to a further 2 years after which there shall be a further appointment process. Reappointment of existing members is permitted. Appointment will automatically cease if the individual is no longer in the employment of that employer, no longer holds office in relation to that employer or is no longer an elected member of that employer, as appropriate.
- (xvii) Scheme member representative appointments will expire after a 4-year period from their date of appointment by the Governance Committee or such time as resolved by the Governance Committee. The Governance Committee may agree an extension to terms of office up to a further 2 years after which there shall be a further appointment process. Reappointment of existing members is permitted. Appointment will automatically cease if the individual is no longer a trade union representative or representative of ESPF members (in accordance with the criteria set by the Governance Committee).
- (xviii) The Independent Chair appointment will expire after a period of 4 years from their date of appointment by the Governance Committee. The Governance Committee may agree an extension to terms of office by up to a further 2 years after which there shall be a further appointment process. Reappointment of the Independent Chair is permitted.
- (xix) Term dates may not be exact due to the period of the appointment process. The term of office may therefore be extended for this purpose or other exceptional circumstances by up to three months with the agreement of the Governance Committee.
- (xx) A Pension Board member who wishes to resign shall submit their resignation in writing to the Independent Chair. A suitable notice period must be given, of at least 1 month, to enable a replacement member to be found.
- (xxi) The role of the Pension Board members requires the highest standards of conduct and the ESCC Code of Conduct for Members will apply to the Pension Board's members. ESCC Standards Committee will monitor and act in relation to the application of the Code.

- (xxii) Poor performance will result in corrective action being taken, and in exceptional circumstances the removal of the Pension Board member by the Governance Committee.
- (xxiii) Removal of the Independent Chair will be by the Governance Committee.

Chairing

- (xxiv) It will be the role of the Chair to –
 - a. Settle with officers the agenda for a meeting of the Pension Board
 - b. Manage the meetings to ensure that the business of the meeting is completed
 - c. Ensure that all members of the Pension Board show due respect for process and that all views are fully heard and considered
 - d. Strive as far as possible to achieve a consensus as an outcome
 - e. Ensure that the actions and rationale for decisions taken are clear and properly recorded
 - f. Uphold and promote the purpose of the Pension Board, and to ensure that meetings are properly conducted and professional advice is followed
 - g. To use their expertise and experience and liaise with the Head of Pensions to arrange such advice as required subject to agreement by the Head of Pensions on such conditions as that officer determines
 - h. Sign the minutes of each Pension Board meeting following approval by the Board
 - i. Prepare with the Head of Pensions an appropriate budget for the Pension Board's consideration before being formally considered by the Scheme Manager along with the ESPF Annual Budget
 - j. Liaise with officers and advisors on the requirements of the Pension Board, including advanced notice for Scheme Manager officers to attend and arranging dates and times of Board meetings
 - k. Provide guidance on all points of procedure and order at meetings having regard to advice from officers
 - l. Other tasks which may be deemed appropriate by the Scheme Manager for the Independent Chair of the Pension Board
 - m. Liaise with the Chair of the Pension Committee as deemed appropriate
 - n. Other tasks that may be requested by the Board, within the remit of these Terms of Reference and subject to agreement with the Head of Pensions
 - o. Annually review and report on the activities of the Pension Board
 - p. Commission a triennial review of LGPS & public pension fund non-statutory best practice guidance (referencing the SAB & other relevant bodies deemed relevant by the Board) which then brings recommendations to the Committee (when appropriate) for amendments to the operation of the Fund. Support arrangements and administration
- (xxv) ESCC officers will provide governance, administrative and professional support to the Pension Board, and ESCC Member Services will provide secretariat support to the Pension Board, and as such will ensure that:
 - a. meetings are timetabled for at least four times per year
 - b. adequate facilities are available to hold meetings
 - c. an annual schedule of meetings is produced
 - d. suitable arrangements are in place to hold additional meetings if required
 - e. papers are distributed 5 clear working days before each meeting except in exceptional circumstances
 - f. draft minutes of each meeting are normally circulated 7 working days following each meeting including all actions, decisions and matters where the Pension Board was unable to reach a decision will be recorded
 - g. final reports, minutes and agendas relating to the Pension Committee are shared appropriately with the Board.

- (xxvi) The records of the meetings may, at the discretion of the Board, be edited to exclude items on the grounds that they would either involve the likely disclosure of exempt information as specified in Part 1 of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A (2) of that Act.
- (xxvii) The minutes and any consideration of the Pension Board shall be submitted to the Pension Committee.
- (xxviii) The Pension Board must comply with the General Data Protection Regulation and the Scheme Manager's data protection policy. It must also adhere to the Scheme Manager's requirements, controls and policies for Freedom of Information Act compliance.

Expert advice and access to information, including the Pension Committee

- (xxix) The Pension Board will have access to professional advice and support provided by officers of ESCC and, via them and where appropriate, advisers to the ESPF. In addition, Pension Board members will receive the final reports, minutes and agendas relating to the Pension Committee, save where the Committee expressly decides otherwise such as where an item is exempt, although this is anticipated to be in exceptional cases.
- (xxx) Insofar as it relates to its role, the Pension Board may also:
 - a. request information and reports from the Pension Committee or any other body or officer responsible for the management of the Fund
 - b. examine decisions made or actions taken by the Pension Committee or any other body or officer responsible for the management of the Fund.
 - c. access independent professional advice from actuaries, other independent advisers, and investment managers as required, where there are major matters being considered, i.e. investment strategy, triennial valuation, etc.,
 - d. access to professional advice regarding non-major decisions will require the approval of the Pension Committee for additional resources
 - e. attend all or any part of a Pensions Committee meeting unless they are asked to leave by the Committee or as a result of a conflict of interest.
- (xxxii) ESCC officers will provide such information as is requested that is available without incurring unreasonable work or costs.

Knowledge and Skills

- (xxxiii) Pension Board members will be required to have the 'capacity' to carry out their duties and to demonstrate a high level of knowledge and of their role and understanding of:
 - a. the scheme rules (i.e. regulations)
 - b. the schemes administration policies
 - c. the Public Service Pensions Act (i.e. being conversant with pension matters relating to their role) and the law relating to pensions.
- (xxxiv) A programme of updates and training events will be organised by ESPF officers.
- (xxxv) It is for individual Pension Board members to be satisfied that they have the appropriate degree of knowledge and understanding to enable them to properly exercise their functions as a member of the Pension Board.
- (xxxvi) In line with this requirement, Pension Board members are required to be able to demonstrate their knowledge and understanding and to refresh and keep their knowledge up to date. Pension Board members are therefore required to:
 - a. participate in training events (a written record of relevant training and development will be maintained)

- b. undertake a personal training needs analysis or other means of identifying any gaps in skills, competencies and knowledge relating to Pension Board matters
- c. comply with the Fund's Knowledge and Skills Policy insofar as it relates to Pension Board members

Standards and Conflicts of Interest

- (xxxvi) A conflict of interest is defined in the Public Service Pensions Act 2013 as: “in relation to a person, means a financial or other interest which is likely to prejudice the person’s exercise of functions as a member of the Pension Board (but does not include a financial or other interest arising merely by virtue of membership of the scheme or any connected scheme).”
- (xxxvii) The Public Service Pensions Act 2013 requires that members of the Pension Board do not have conflicts of interests. As such all members of the Pension Board will be required to declare any interests and any potential conflicts of interest in line with legal requirements in the Public Service Pensions Act 2013 and the Pension Regulator’s code. These declarations are required as part of the appointment process, as well as at regular intervals throughout a member’s tenure.
- (xxxviii) The Pension Board shall adopt a policy for identifying and managing potential conflicts of interest.
- (xxxix) Members of the Pension Board must provide, as and when requested by the Scheme Manager, such information as the Scheme Manager requires to identify all potential conflicts of interest and ensure that any member of the Pension Board or person to be appointed to the Pension Board does not have a conflict of interest at appointment or whilst a member of the Pension Board.
- (xl) Part 5(1) of ESCC Code of Conduct shall apply in relation to the standards of conduct of Pension Board members, insofar as they can be reasonably considered to apply to the role of members of the Board, including the non-disclosure of confidential information.
- (xli) Members of the Pension Board must adhere to the requirements of the ESPF Procedure for Monitoring and Reporting Breaches of the Law and should be mindful of the individual legal requirements in Section 70 of the Pensions Act 2004 relation to reporting breaches of the law in relation to ESPF matters.

Access to the Public and Publication of Pension Board information

- (xlii) Members of the public may attend the Pension Board meeting and receive papers, which will be made public in accordance with the Access to Information Rules in ESCC's Constitution.
- (xliii) In accordance with the Public Service Pensions Act 2013, ESCC is required to publish information about the Pension Board and up-to-date information will be posted on the ESPF website showing:
 - a. Names of and information regarding the Pension Board members
 - b. How the scheme members and employers are represented on the Pension Board
 - c. Responsibilities of the Pension Board as a whole
 - d. Full terms of reference and policies of the Pension Board and how it operates.
- (xliv) In accordance with good practice, ESPF may publish other information relating to the Pension Board as considered appropriate from time to time and which may include:
 - a. the agendas and meeting records
 - b. training and attendance logs
 - c. an annual report on the work of the Pension Board.

- (xlv) All or some of this information may be published using the following means or other means as considered appropriate from time to time:
 - a. on the ESPF website – <https://www.eastsussex.gov.uk/yourcouncil/pensions/members/>
 - b. on the ESCC website – <http://www.eastsussex.gov.uk>,
 - c. within the ESPF Annual Report and Accounts,
 - d. within the ESPF's Governance Policy and Compliance Statement.
- (xlvi) Information may be excluded on the grounds that it would either involve the likely disclosure of exempt information as specified in Part 1 of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act.

Expense reimbursement, remuneration and allowances

- (xlvii) All Pension Board members will be entitled to claim travel and subsistence allowances for attending meetings relating to Pension Board business (including attending training) at rates contained in the Members' Allowances Scheme in the ESCC's Constitution. In addition, scheme member representatives may be paid an allowance equivalent to the co-optees' allowance in the ESCC Scheme of Members' Allowances in relation to time spent at meetings and training events relating to their role as a ESPF Pension Board member, unless they are attending they are attending during their normal working day without a reduction in pay or leave (in which case no allowance will be paid for that time).
- (xlviii) The Independent Chair's remuneration will be approved by the Governance Committee following consultation with the Chair of the Pension Committee.
- (ii) All costs will be recharged to the Fund.

Accountability

- (i) The Pension Board collectively and members individually are accountable to the Scheme Manager (ESCC), the Pensions Regulator, and the Local Government Pension Scheme Advisory Board. The Local Government Pension Scheme Advisory Board will advise the Responsible Authority (in the case of the LGPS the MHCLG) and the Scheme Manager. The Pensions Regulator will also be a point of escalation for whistle blowing or similar issues.

Decision Making Process

- (i) Employer representatives and scheme member representatives have voting rights, albeit the Pension Board is expected to operate on a consensus basis. The Independent Chair does not have voting rights.
- (ii) In the event of an equal number of votes being cast for or against a proposal there shall be no casting vote but the proposal shall be considered to have been rejected. The Scheme Manager shall be alerted when a decision is reached in this manner.

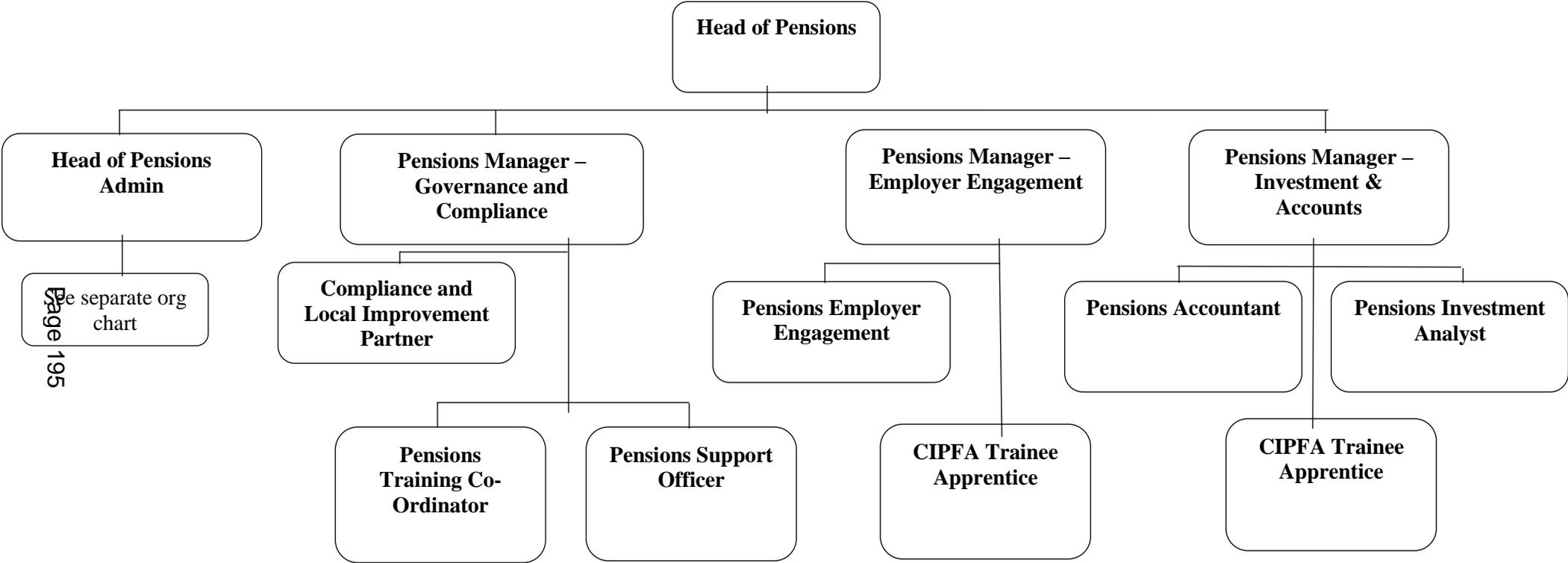
Reporting and escalation

- (liii) The Pension Board must provide minutes of each meeting to the following Pension Committee meetings and may make reports and recommendations to the Pension Committee insofar as they relate to the role of the Pension Board. Any such reports or recommendations must be provided in advance of the next Pension Committee meeting to the S151 Officer.
- (liv) An annual report of the Pension Board must be provided to the S151 Officer, the Monitoring Officer, the Pension Committee, and the Audit Committee and be published in the Fund's Annual Report and Accounts.
- (lv) Where the Pension Board considers that a matter brought to the attention of the Pension Committee has not been acted upon or resolved to their satisfaction, the Pension Board will provide a report to the Monitoring Officer.
- (lvi) The Breaches Register will be presented at each meeting and considered by the Pension Board who may make recommendations to the Pension Committee.

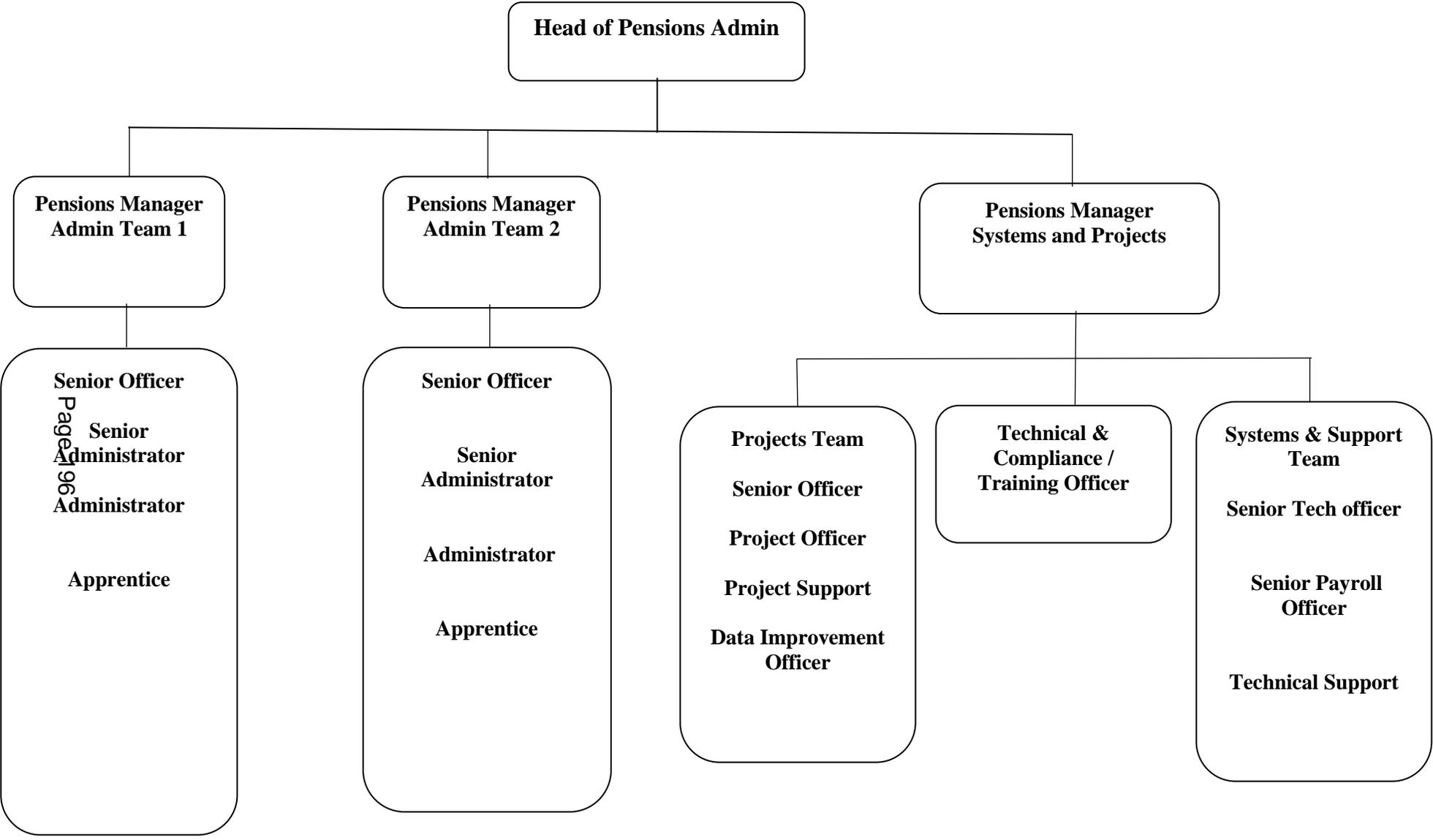
Review, Interpretation and Publication of Terms of Reference and Rules of Procedure

- (Ivii) These Terms of Reference have been agreed by ESCC. The Council will monitor and evaluate the operation of the Pension Board and may review these Terms of Reference and Rules of Procedure from time to time.
- (Iviii) These Terms of Reference are incorporated into the Council's Constitution and published on the Council's website and may be amended by the same means as permitted for the Constitution. It will also form part of the ESPF's Governance Policy and Compliance Statement which will be made available in accordance with the requirements of the LGPS Regulations.

Pension Team Structure



See separate org chart
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Report to: Pension Committee

Date of meeting: 22 June 2021

By: Chief Finance Officer

Title: Abatement Policy Review

Purpose: To request that members of the Pension Committee approve a proposed change to the Administering Authority policy on abatement.

RECOMMENDATION

The Pension Committee is recommended to:

- 1) approve the removal of the abatement with effect from 1 April 2021; and
 - 2) delegate authority to the Chief Finance Officer, in consultation with the Chair, to take all necessary actions to give effect to the implementation of the above recommendation
-

1. Background

1.1. This report provides the Committee with information regarding the reduction or suspension of a Local Government Pension on account of further employment within Local Government after an individual has retired (Abatement).

2. Supporting information

2.1. Abatement is a technical term regarding the reduction or suspension of a Local Government Pension Scheme (LGPS) pension where a pensioner has entered into further local government employment. If the annual salary in the second local government employment plus the pension in payment exceed the annual salary at the initial retirement, the pension may then be reduced in part or in full, for the duration of the subsequent local government employment.

2.2. Until 31 March 1998 abatement of pensions was mandatory. However, from 1 April 1998 to 31 March 2014 abatement was at the discretion of the Administering Authority. Following the introduction of new scheme regulations with effect from 1 April 2014, abatement ceased to be applicable for service after this date. Accordingly, a scheme member who only has LGPS membership from 1 April 2014 cannot be subject to abatement.

2.3. Abatement can only apply where an employee is eligible to join the LGPS in their post retirement employment. For example, those over the age of 75, those employed via an agency or on a consultancy basis would not have access to the LGPS and would therefore not be subject to abatement. The criteria for abatement is based upon eligibility, and so an employee who does have access to the LGPS would be subject to abatement, even in circumstances where they have chosen to opt out. A pension payable to the spouse or partner of a former local government employee, cannot be abated if the spouse/partner enters local government employment

2.4. Under the terms for 'flexible' retirement within the LGPS, a scheme member aged 55 or over may, with the agreement of the employer, reduce working hours or take a pay grade reduction and receive the LGPS pension and ongoing salary without being subject to abatement.

2.5. Currently, the Pensions Administration Team receive a number of requests from retired members for a calculation of the maximum earnings permitted before abatement will apply, ensuring no reduction is applied to their pension in payment as a consequence of any new employment. Alternatively, members may work via a third party, avoiding eligibility of access to the

LGPS and therefore avoiding abatement. These practices can be to the detriment of the new scheme employer because the individual restricts their working hours or because the scheme employer incurs additional costs as a result of employing via an agency or contractor/consultant.

2.6. As a consequence, and in spite of being informed of the need to notify the Administering Authority if once retired, further employment is taken up where the person is eligible to join the LGPS, abatement has disproportionate effect on the unwary pensioner who may take up new employment and subsequently be presented with a bill for overpaid pension having forgotten to declare their re-employment.

2.7. As the table below shows a summary of the abatement policy for administering authorities across the country (excluding London):

Policy	Number of Administering Authorities
Full Abatement	3
Partial Abatement	21
No Abatement	20
Unable to establish policy	9

2.8. A decision to cease abatement for all post April 1998 pensions will allow for fairer treatment for all pensioners, as this is currently only enjoyed by pensioners with only post 2014 scheme membership.

2.9. The change in pensions rationale over the last few years, seen with the introduction of "Pension Freedoms", has allowed active and deferred scheme members to access reduced pensions at a date of their choosing, but the continued use of abatement appears to be in conflict with this shift in policy.

2.10. Within the context of Covid-19, on 19 March 2020 a letter was issued to the Chairs of all LGPS Pension Committees by Councillor Roger Phillips, Chair of the Scheme Advisory Board confirming that following a government programme to encourage recently retired health and social care staff to return to work, it was the intention of Government that those returning to employment should not suffer any impact on the public service pension they currently receive. Consequently, requiring the suspension of abatement in such cases.

2.11. The absence of abatement provisions from The LGPS Regulations 2013 means that any employee who leaves on or after 1 April 2014 cannot have their post 1 April 2014 pension benefits abated. However, abatement provisions in regulations 70 and 71 of the Local Government Pension Scheme (Administration) Regulations 2008 continue to have effect in relation to pensions in payment deriving from the pre 1 April 2014 pension schemes regardless of when payment of those pensions commenced by virtue of Regulation 3(13) of the Local Government Pension Scheme (Transitional) Regulations 2014.

2.12. Under regulation 70, the administering authority must keep under review its policy concerning abatement that is, the extent if any, to which the amount of retirement pension payable to a member and applicable to period prior to 1 April 2014, should be reduced (or whether it should

be extinguished) where the member has entered a new employment with a scheme employer within the local government pension scheme.

2.13. In formulating its policy concerning abatement, the administering authority must have regard to:

- the level of potential financial gain at which it wishes abatement to apply;
- the administrative costs which are likely to be incurred as a result of abatement in the different circumstances in which it may occur; and
- the extent to which a policy not to apply abatement could lead to a serious loss of confidence in the public service.

2.14. When reviewing its existing abatement policy, the Administering Authority must have regard to the matters set out above. If, as a result of reviewing its policy concerning abatement, a decision is taken to amend the abatement policy, it must publish a statement of the amended policy before the expiry of the period of one month beginning with the date of its determination.

2.15. The proposal to be put to the Pension Committee is that East Sussex Pension Fund, subject to period of consultation with scheme employers, take the decision to cease to abate pensions for staff who ceased employment after 1 April 1998 with retrospective effect from 1 April 2021.

2.16. The Fund is not currently able to identify those members where an abatement has been applied, as a result pensioners would need to advise the Fund that they believe their pension needs to be reviewed and reinstated to current values. For those who are currently in receipt of an abated pension and their employment ended after 1 April 1998, they will cease to have their pensions abated and will be reinstated to the current values from 1 April 2021 once identified.

2.17. The proposed change was discussed at the Pension Board on 1 June 2021, and was supported, although there were mixed views as to whether the changes from 1 April 2021 should be retrospective or not. The Pension Board requested officers submit a further report to the Pension Board and Committee when the potential impact of making this change retrospective is known.

3. Conclusion and reasons for recommendations

3.1. The continuing practice of abating pensions in payment due to local government re-employment may be considered to be anomalous now that pensions earned in respect of LGPS membership after 1 April 2014 cannot be abated. Additionally continuation of the current Policy encourages individuals to seek further work in local government as agency workers or as a consultant/contractor.

3.2. Members of the Committee are asked to approve the cessation of abatement with effect from 1 April 2021.

IAN GUTSELL
Chief Finance Officer

Contact Officer: David Kellond
Tel. No. 07701 394674
Email: dave.kellond@eastsussex.gov.uk

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Report to: Pension Committee

Date of meeting: 22 June 2021

By: Chief Finance Officer

Title: Pension Administration Report

Purpose: To provide an update to the Pension Committee on matters relating to Pensions Administration activities.

RECOMMENDATION

The Committee is recommended to note the updates

1. Background

1.1 The Pension Administration Team (PAT) carries out the operational, day-to-day tasks on behalf of the members and employers of the East Sussex Pension Fund (ESPF) and for the Administering Authority. The team also lead on topical administration activities, projects and improvements that may have an impact on members of the Local Government Pensions Service (LGPS).

2. Key Performance Indicators (KPI)

2.1 The Performance Report, for the period April 2020 to March 2021 can be found at **Appendix 1**. The PAT have seen performance numbers fall during the first quarter of 2021 as predicted at the last Committee meeting. Some of the team resources had to be diverted in February and March 2021 to support the data migration project with much work required around User Acceptance Testing and two Parallel Runs of pensioner payroll. In January 2021 we completed the highest numbers of tasks for the last year. There were high death case volumes and we were able to re-commence redundancy quotations. With the system blackout period in late March/early April and the bedding in of the new system, we should expect performance to remain at a lower level for April and possibly May.

2.2 Under the Good Governance Review, documents were developed and updated covering the Service Level Agreement (SLA) and Roles & Responsibilities with the future "in-house" PAT. An overview of the proposed all-encompassing high-level insight of the administration service was shared at the last Committee meeting. A fee has been agreed with Aquila to implement the new performance measurements and this work should be completed in June 2021. At the same time, they will also add any statutory deadlines and benchmarking data. In the meantime, the Key Performance Indicators (KPI's) presented whilst from the new East Sussex database, continue to be based upon the old internal measurements.

Note – the hardest task to achieve in 2020/21 has been the "Employer estimate provided" as this has a 7 days target whilst under the new proposed SLA the target is 10 days, same as "Employee projections provided".

2.3 The Orbis Pensions Helpdesk was introduced in November 2019 and their performance for the last 12 months is shown in **Appendix 2**. We are working collaboratively with the Helpdesk Management team to implement an improvement plan covering resourcing, telephony tools, staff training, back-up plans, smoothing peaks & troughs and ultimately the quality of the customer experience. There is a planned three months transition period before we commence formal performance management against the new East Sussex County Council (ESCC) KPI's.

3. Pension Administration Transfer and Staffing Update

3.1 17 staff were transferred under the Transfer of Undertakings Protection of Employment (TUPE) regulations to East Sussex on 1 December 2020. One interim officer has been recruited to support the projects team. All administration staff are continuing to work from home and none have tested positive for COVID-19. Staff remain in good spirits and we closely monitor their wellbeing. It is not anticipated that staff will be returning to Lewes County Hall before September 2021 at the earliest.

3.2 A Transition Board was been set up to oversee the PAT return to East Sussex. The East Sussex plan had a target transfer date of 1 April 2021 but recognising this was an ambitious target. The key milestones for the project were:

- Project governance & reporting – the principles of disaggregation, regular meetings
- Pension Admin budgets & recharges – reconciliation will take place as at 31 March 2021
- Design of Pension Admin function in East Sussex – structure and processes
- Staffing – TUPE transfer, implementation of team structure, recruitment & training
- Systems – re-procurement, new system approach, hosting, data configuration, data migration, user testing & pensioner payroll
- Projects – support where required
- Communications
- Regulatory & Compliance
- Helpdesk
- Post go live – ongoing support, Internal Audit review, lessons learnt

3.3 The migration project key achievements since the last meeting:

- 23/01/21 MSS scoping meeting
- 25/01/21 First test data cut successfully migrated to East Sussex (ES) servers
- 03/02/21 ES user profiles/permissions for ES Altair agreed
- 05/02/21 ES database given to PAT to begin testing
- 15/02/21 MSS mock design & all documentation signed-off. Licence & VPN form done
- 15/03/21 Extract of final live Surrey County Council (SCC) data began 18/03/21 Altair UAT and MSS testing complete and blackout period begins (until live)
- 24/03/21 Altair 2nd parallel run testing complete – fully reconciled
- 27/03/21 Final data loaded to ES Altair test
- 09/04/21 Export data from test to ES Altair live
- 13/04/21 MSS go live

4 Projects update

4.1 Data Improvement Project – Phase 2

The keys areas of focus are:

- Pension differences <£100 that were put on hold. **Complete**
- ABS 2019/20 outstanding actions – **Well progressed**:
 - (a) Identify and act upon 809 new status 2 cases.
 - (b) Investigate the 67 deferred that never got a statement.
 - (c) Investigate the 366-544 actives that never got a statement
- Outstanding or incomplete items from Phase 1. **Well progressed**
- Common Data report findings that are deemed very high or high risk, namely – **Awaiting Altair Insights in May 21**:
 - (a) 36 false NI Numbers
 - (b) 7 blank Date Joined Fund
 - (c) 15 false Date Joined Fund
 - (d) 521 Status & Invalid Data View – Exit Details
 - (e) 904 Status & Invalid Data View – Deferred Details
 - (f) 441 Status & Invalid Data View – Pension Details

- (g) 178 Status & Invalid Data View – Dependant Details
- (h) 1 Status & Valid Data View – Missing Deferred Details
- Any urgent aspects of the Conditional Data report may be considered in Q2, 2021.

Guaranteed Minimum Pension (GMP) Reconciliation, Rectification and Equalisation

4.2 Orbis commissioned JLT (Mercers) to undertake the reconciliation and rectification work. The project has been held up by HMRC provision of final data. Mercers provided the final reconciliation report to Orbis in January 2021. The results of the reconciliation were shared with the Working Group in February to revisit the decisions made about rectification before proceeding.

4.3 In April 2021 Officers reconfirmed the 2019 decision to accept the Fund data over National Insurance Services to Pensions Industry (NISPI) data where discrepancies remain. Once the reconciliation is completed, Mercer can start determining the over and under payments for pensioners. However, there are further set of decisions to be made in advance to enable this to happen. Officers have met and agreed some preliminary decisions (key decisions outlined below) to enable Mercers to model and produce some numbers. It is hoped that most of the decisions will stand but there will be an opportunity for Officers to revisit the assumptions and present the results with the potential for further changes such as de minimis amounts being introduced. It is anticipated the results will be available for the Pension Committee on 12 July 2021.

4.4 Preliminary decisions made:

- Tolerance for deferred members – greater than £0.01 per week.
- Tolerance for pensioners – if the GMP difference <£0.12 per week take no corrective action.
- Any overpayments to date of correction will be written off. Benefits will however be reduced to the correct levels going forwards. Consideration to the messaging and timing of the adjustment to be discussed further with possibly 3 to 6 months' notice.
- Underpaid members should be paid in full and interest added at Bank of England base rate + 1%

4.5 It was noted that officers were guided by central govt policy / public debt regulations and precedents set by other public sector schemes including the NHS and Teachers. The decisions were explained to and noted by the Working Group and will be passed to Mercers to action.

4.6 GMP Equalisation – HM Treasury has decided to abandon the idea of converting GMP benefits in public sector schemes, opting for a permanent extension of full indexation.

i-Connect

4.7 The Heywood's i-Connect module has been tested by East Sussex County Council (as the main employer) and the December payroll data was loaded in January 2021. With the creation of the new East Sussex version of the Heywood's Altair system as part of the dissolution project, the member matching process had to be reapplied for this employer. This has been successfully completed using the March 2021 data. ESCC is now fully onboarded. This impacted our ability to rollout to other larger employers as we wanted, but a number are in well advanced discussions and their payroll providers are building the required data export files.

4.8 The next stage of the i-Connect project is to roll out the i-Connect system to the larger employers in the Fund, alongside other employers that are already using the i-Connect system in other authorities. The team see the i-Connect project is a good opportunity to help cleanse employee data and in time will allow a more efficient method of data transfer between the employer and the Fund. The Employer Engagement team are aware that some employers may find the transition to i-Connect problematic with limits on time and technology. They will offer the relevant time and support to allow for a smooth transition alongside appropriate training.

4.8 A communication was sent to the remaining employers in late February 2021 making sure they are aware of the project and allowing them to ask questions and request further information if needed. It also offered a demonstration and a link to the i-Connect presentation from the

November 2020 Employer Forum. By December 2021 we expect to have onboarded a minimum of 50% of employers on to i-Connect, with the anticipation that all employers will be setup and using i-Connect by March 2022, allowing all end of year data to be provided by employers via i-Connect for the 2022 Annual Benefit Statements.

Pension increases as at 1 April 2021

4.9 The main (0.5%) and supplementary pension increases have successfully been processed, with letters issued with the April pay slips and P60's. Very few queries or questions have been received.

£95k exit cap

4.10 On 25 February 2021, the [Restriction of Public Sector Exit Payments \(Revocation\)](#) was made and laid before parliament and came into force on 19 March 2021. We have continued to use the GAD unisex strain factors but otherwise no other change has remained and no redundancy or exit packages are now being restricted.

Annual Benefits Statements (ABS) for 2020/21

4.11 This year the ABS project is being overseen by ESCC and supported by Surrey (SCC). A bespoke project plan has been prepared and a projects team meets fortnightly to review progress and agree the next batch of tasks.

4.12 Draft template ABS for Active and Deferred members have been created and a testing matrix covering most scenarios created. There are five minor issues found and these have been queried with Aquila Heywood.

4.13 A good proportion of year end data has been received and first reminder has been issued to those who missed the 30 April 2021 deadline. The first batch of data is being validated. The project is very much on track.

5. Conclusion and reasons for recommendations

5.1 The Pension Committee is recommended to note the updates in relation to Pensions Administration activities.

IAN GUTSELL
Chief Finance Officer

Contact Officer: Paul Punter
Email: paul.punter@eastsussex.gov.uk
Tele: work mobile 07895 207686

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Appendix 2

Helpdesk performance (all six funds) Currently about 2 FTE allocated to ESPF (team is 14).

Introduced the call centre for ESPF in November 2019 (not taken on managing the corporate email box).

Period	Offered (Calls received)	Handled (Calls answered)	Abandoned (Caller hung up)	Aband %	SLA % (75% of calls within 20 seconds)	Queue %	Abandoned Time
01/04/20 to 30/06/20	3,953*	3,381	572	14.5%	Apr 52% May 40% Jun 9%	Apr 42% May 55% Jun 88%	Apr 4.59 May 6.59 Jun 7.10
01/07/20 to 30/09/20	7,300*	6,051	1,249	17.1%	Jul 22% Aug n/a Sep 24%	Jul 74% Aug 81% Sep 73%	Jul 6.42 Aug 7.57 Sep 6.19
01/10/20 to 31/12/20	6,881*	5,975	906	13.2%	Oct 22% Nov 32% Dec 32%	Oct 75% Nov 64% Dec 63%	Oct 7.11 Nov 5.54 Dec 6.44
01/01/21 to 31/03/21	9,719*	8,299	1,420	14.2%	Jan 12% Feb 21% Mar 48%	Jan 86% Feb 76% Mar 49%	Jan 6.35 Feb 6.51 Mar 4.19

* Since lockdown the telephone service opening times has been restricted (with NO back-up – phone line is only open from 10am to 2pm and 2pm to 4pm). First few months there was no call recording and logging was inconsistent. All staff did not initially have laptops and only got Jaba software from June 2020.

Following ongoing challenge from East Sussex PAT the telephone opening times are being reverted back to the pre-pandemic opening times of 9am to 4pm from April 2021.

Helpdesk (website) performance

Period	Calls received	Handled	Abandoned	Abandoned %	SLA %	Queue %	Abandoned Time
01/04/20 to 30/06/20	1,320	871	449	34.02%	Apr 28% May 28% Jun 0%	Apr 43% May 56% Jun 75%	Apr 2.59 May 2.27 Jun 4.13
01/07/20 to 30/09/20	1,032	926	106	10.27%	Jul 1% Aug n/a Sep 39%	Jul 41% Aug 46% Sep 26%	Jul 4.45 Aug 3.28 Sep 1.37
01/10/20 to 31/12/20	451	362	89	19.73%	Oct 37% Nov 32% Dec 37%	Oct 35% Nov 39% Dec 32%	Oct 1.54 Nov 4.57 Dec 6.14
01/01/21 to 31/03/21	529	435	94	17.77%	Jan 17% Feb 43% Mar 53%	Jan 60% Feb 24% Mar 19%	Jan 3.29 Feb 2.19 Mar 2.36

ESCC Pension Helpdesk Planned Improvement Actions

Ref.	Action	By when	Status / Update	Next steps	Owner (s)
1	Remove backlog of emails currently impacting resource availability	05-Mar-21	Email backlog reduced from >1,000 down to 170 (15th Feb). Whilst additional resources have been brought in, we have also had to divert some BAU resource into managing the back log. Did not achieve target to clear by the end of February. 13.04.21 Backlog cleared. Working to 3 working day response time.	Continue to monitor	Beth Evans
2	Increase resources available to manage MSS enquiries. Upskill agents to become fully self sufficient.	12-Mar-21	5 new agents have been trained and are now handling email enquiries. The original aim was for these agents to be fully self sufficient by the end of January but lockdown has meant upskilling is taking longer than planned so they are continue to be supported. All 5 agents now taking calls on main line and MSS line with minimal support	Continue to train and support agents to the point where they are self sufficient	Beth Evans
3	Increase resources available for telephone enquiries. Upskill agents to become fully self sufficient.	01-Apr-21	Training on calls is underway with close supervision and support provided by experienced agents through remote call listening. Impact on current performance c50%. Gradual uplift expected over next 6 weeks through to all 5 agents being self sufficient by 1st April. 14.04.21 - All agents are self sufficient.	Monitor agent performance and impact on telephone response stats.	Beth Evans
4	Establish a bank of trained workers available to supplement core team as required.	On going	We now have a pool of trained bank workers to bring in during peaks.	Forward planning for peak or transitional resource requirements	Beth Evans / ESCC
5	Establishing weekly performance review from w/c 15th February.	On going	Weekly reviews in place until further notice		Michelle Marshall

ESCC Pension Helpdesk Forward Plan Actions

Ref.	Action	By when	Status / Update	Next steps	Owner (s)
6	Develop transition plan for take on of ESCC emails, subject to formal approval.	05-Mar-21	Outline plan and proposed timescales to be agreed in advance of formal approval following Pensions Board (15/2) and Pensions Committee (1/3).	Agree outline plan and timescales. Formalise once approval received. Review plan and arrange interim transfer of emails	Michelle Marshall / ESCC
7	Implement transition plan.	30-Jun-21	Once approval is received, plan is to recruit 2 x FTE with 1 x FTE available from current team to respond to emails from 1st April and full transition to BAU achieved over 3 months to end June 2021. Closing date for advert 25.06.2021. Aim to bring new agents in for 1st April 2021. 3 new agents started on 06.04.21. Training is now underway with support from senior and more experienced agents. Training being carried out in the office and remotely. Aim to handling enquiries with minimal support by 01.07.21	Prepare and implement detailed plan actions. Interview scheduled for w/c 1st March Successful candidates will be offered role on 9th March Monitor agent performance and impact on service levels	Michelle Marshall / ESCC
8	Create senior agent position in helpdesk team	01-Apr	This will provide more support for Beth with training/coaching and role will be to focus on complex ESCC enquiries. Act up current agent and backfill in recruitment round.	Complete	Michelle Marshall
9	Increase availability of telephone opening hours in line with WTA	01-Apr-21	All set up with BT for lines to be open 9 - 4 from 01 April	Complete	Beth Evans
10	Develop email tracking methodology to measure performance vs KPI in WTA	TBC	With automation team to develop an automated count bot to have better insight to email volume and timings.	Will be measured manually from 1st April 2021 until automation is in place	Michelle Marshall
11	Set up and migrate to new ESCC Pension Fund number	01-Apr	New line for ESCC enquiries 0300 200 1022 to be available from 1st April. Telephone line went live on 1st April and reports set up so can monitor ESCC line separately	Set new line up up & record messages. Work with ESCC team to create comms plan for new number. Manage transition from current shared number. IVR press button option requested to route ESCC customers to the new line. New IVR go live Monday 15th March. Daily reports to be set up and tested by 20.03.21 Complete	Beth Evans / ESCC
12	Add helpdesk customer feedback stats to monthly reports	01-Mar	Monthly report already sent monthly feedback on pensions admin team. This will show customer feedback results for helpdesk.		Michelle Marshall
13	Work collaboratively on ABS comms	01-Mar	Helpdesk team member to be included in project/attend meetings	Bi-weekly meetings set up with Tim Hillman	Michelle Marshall

ES Helpdesk service levels for helpdesk services post April 21

KPI	First time fix	Call answer time	Abandoned call rate	Email response time
Gold	85% of enquiries dealt with at first point of contact	75% of calls answered in 20 seconds	Less than 5% of calls abandoned	100% of emails answered with 3 working days

- There will need to be a three months' notice lead in period, to allow the team to expand and train the team.
- Then live but with a three months' shadow period to adjust to the required higher standards where we will not apply performance penalties
- Thereafter quarterly performance assessed against the scoring mechanism with rectification plan for underperformance including penalty clauses for sustained underperformance.

Task	Duration	Start	Finish	Description	Proposal	Status	Update	Resource names
Recruitment	6 weeks	24.02.2021	06.04.21	Onboarding process started. Aim to have 3 new agents start on 6th April		Complete	3 agents started on 6th April. Training on schedule and will be handling enquiries unsupported by July 2021	Michelle Marshall Beth Evans
Email Discovery phase	1 week	15.03.21	19.03.21	Set up meeting with ESCC admin team to agree:	Continue to allocate emails as we do currently with WCC enquiries*	Delayed	SCC staff cannot access ESCC inbox without being set up as ESCC staff. Access being arranged by IT&D Meeting set up for 20.04.21 Discuss proposal for interim manual transfer of emails. Access to group email in progress - with IT&D	Julie Pelham Jennie Shuttleworth Tammie Beer Gemma Hamond Amanda Cutter Beth Evans Michelle Marshall
				•How we will handle the emails				
				•How we will escalate to 2nd line during transition	Suggest that emails selected in date order and moved into separate folder each week.			
				•Access to group email	IT&D			
Transition phase	3 months	06.04.21	01.07.21	Helpdesk to handle specific number of ESCC emails each week from Tuesday 6th April.	Senior helpdesk officer, Amanda Cutter to be responsible for handling email enquiries and escalations within the team. The transition phase to be used to build relationship with senior ESCC officers	Delayed	Delayed as above	Tammie Beer Gemma Hamond Amdanda Cutter Beth Evans
				6th April -16 April: 50 emails				
				19 th April- 3th April- 80 emails				
				Review before agreeing next increase	3rd May - 28th May: 100 emails each week 31st May - 30t June: 150 email each week	Delayed		Paul Punter Michelle Marshall Beth Evans
Training	3 months	06.04.21	01.07.21	Create training plan for new agents	Plan carefully so that we have still have senior agents to support the team and experienced agents handling ESCC enquiries.	Complete	Training is underway	Michelle Marshall Beth Evans
* 1. The helpdesk agents will respond to queries where they can and set up tasks to be allocated 2. When there is a task that's involved or being queried with someone's name on we will refer to them directly for further guidance 3. If the task needs allocating we will emails Julie/ Jenny.								

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Report to: Pension Committee

Date of meeting: 22 June 2021

By: Chief Internal Auditor

Title: Internal Audit Reports and the Internal Audit Strategy for Pensions 2021/22

Purpose: This report advises the Committee of the outcomes of the attached audits and requests that the Committee approve the draft Internal Audit Strategy for Pensions.

RECOMMENDATIONS

The Committee is recommended to:

1. note the following internal audit reports:
 - Pension Fund Governance 2020/21 (Appendix 1);
 - Pension Fund Investments and External Control Assurance 2020/21 (Appendix 2);
 - Pension Administration - Information Governance 2020/21 (Appendix 3);
 - Internal Audit Briefing Document - Altair Data Transfer (Appendix 4); and
 2. approve the 2021/22 Internal Audit Strategy for Pensions (Appendix 5).
-

1. Background

1.1 The reviews of:

- Pension Fund Governance 2020/21 (Appendix 1);
- Pension Fund Investments and External Control Assurance 2020/21 (Appendix 2); and
- Pension Administration – Information Governance (Appendix 3)

were completed as part of the Internal Audit Strategy for Pensions 2020/21 and provide assurance on the overall effectiveness of their respective systems' controls.

1.2 As a result of our work on Pension Fund Governance 2020/21, we were able to provide an opinion of **Reasonable Assurance** over the controls in place. The previous audit, which combined governance and investments, also gave an opinion of Reasonable Assurance. Whilst the opinion is positive, the findings reflect the limitations of a single fund to be able to influence the governance arrangements of the ACCESS Pool. The East Sussex Pension Fund (ESPF) is working with the ACCESS Joint Committee to resolve and obtain assurance in this area.

1.3 Following our work on Pension Fund Investments and External Control Assurance 2020/21, we were able to provide an opinion of **Substantial Assurance** over the controls in place. This report reflects the improvements made since last year's combined audit (see item 1.2), in which we gave an opinion of Reasonable Assurance.

1.4 Our audit of Pension Administration – Information Governance 2020/21, was the first time we reviewed this area and we were able to provide an opinion of **Reasonable Assurance** over the controls in place.

1.5 Where areas of improvement were identified in each of these audits, robust management actions were agreed, together with timescales for their implementation.

1.6 The last of the audits for 2020/21 is Pension Fund Administration - People, Processes and Systems. Our draft report is currently being discussed with management and we hope to be able to issue a final report imminently. Members may recall that this received an audit opinion of minimal assurance last year. We are pleased to report that there has been significant improvement in controls, and we have been able to give an opinion of **Reasonable Assurance**.

1.7 In addition to the planned audits, we reviewed the proposals for the transfer of data to, and testing of, the new instance of the pension administration software, Altair, established as part of the transfer of administration from Orbis to ESCC Finance. Following our work, we provided the project's Change Advisory Board (CAB) with a paper detailing our findings, so that they could be considered as part of the CAB's decision to go live with the new system. We gave no audit opinion, and there were no formal actions arising from this work. This paper is attached as **Appendix 4**.

1.8 The Council's Internal Audit Strategy for Pensions 2021/22 (**Appendix 5**) sets out the approach Internal Audit takes when planning its assurance on the effectiveness of controls over the ESPF. It sets out the risks inherent in administering a large and complex scheme so that audit resources may be focussed on areas where these risks are highest. The new Strategy reflects the transfer of administrative function, as outlined above.

1.9 Input has been sought from officers responsible for running the Scheme and from the Chairs of both the Pension Board and the Pension Committee and their contributions have been fed into the draft Strategy.

2. Conclusions and Reasons for Recommendation

2.1 The Pension Committee is:

- recommended to note the Internal Audit reports; and
- requested to approve the Internal Audit Strategy for Pensions 2021/22.

RUSSELL BANKS
Orbis Chief Internal Auditor

Contact Officer: Nigel Chilcott, Audit Manager
Tel No.: 07557 541803

BACKGROUND DOCUMENTS:

None

Internal Audit Report

Pension Fund Governance 2020/21

Final

Assignment Lead: Jodie Lulham, Senior Auditor
Assignment Manager: Danny Simpson, Principal Auditor
Prepared for: East Sussex County Council
Date: April 2021

Internal Audit Report – Pension Fund Governance 2020/21

Report Distribution List

Draft Report:

Sian Kunert, Head of Pensions

Michael Burton, Pensions Manager – Governance and Compliance

Final Report:

As per draft, with the inclusion of:

Ian Gutsell, Chief Finance Officer

Phil Hall, Chief Operating Officer

Pension Board

Pension Committee

This audit report is written for the officers named in the distribution list. If you would like to share it with anyone else, please consult the Chief Internal Auditor.

East Sussex County Council - Internal Audit Key Contact Information

Chief Internal Auditor: Russell Banks, ☎ 01273 481447, ✉ russell.banks@eastsussex.gov.uk

Audit Manager: Nigel Chilcott, ☎ 01273 481992, ✉ nigel.chilcott@eastsussex.gov.uk

Anti-Fraud Hotline: ☎ 01273 481995, ✉ FraudHotline@eastsussex.gov.uk

Internal Audit Report – Pension Fund Governance 2020/21

1. Introduction

- 1.1. East Sussex County Council (ESCC) administers and manages the East Sussex Pension Fund (the Fund) on behalf of 127 employers.
- 1.2. The Fund is responsible for managing assets for the long-term benefit of scheme members in accordance with statutory regulations.
- 1.3. The Pension Committee is responsible for making arrangements for the administration and investment of the Fund, receiving advice as appropriate from the Pension Board, which is a statutory requirement to assist the Scheme Manager (ESCC) in securing compliance with all relevant pensions' law, regulations and directions. The administration of the Pension Fund is currently being transferred from Business Operations to Finance.
- 1.4. We reviewed the adequacy of governance arrangements over the East Sussex Pension Fund, to cover strategy and the internal controls.
- 1.5. This review is part of the agreed Internal Audit Plan for 2020/21.
- 1.6. This report has been issued on an exception basis, whereby only weaknesses in the control environment have been highlighted within the main body of the report.

2. Scope

- 2.1. The purpose of the audit was to provide assurance that controls are in place to meet the following objectives:
 - Governance arrangements are resilient and provide sufficient and effective oversight;
 - Risk management arrangements are robust;
 - Communication is efficient and effective; and
 - Reporting arrangements ensure that poor performance is identified and corrected.

3. Audit Opinion

- 3.1. **Reasonable Assurance is provided in respect of Pension Fund Governance 2020/21.** Most controls are in place and are operating as expected to manage key risks to the achievement of system or service objectives.

Appendix A provides a summary of the opinions and what they mean and sets out management responsibilities.

4. Basis of Opinion

- 4.1. There is a Pension Board and Pension Committee in place that meet regularly and have good oversight over the Fund. Following meetings, clear minutes are provided to record decisions, and form the basis for following up action points.
- 4.2. A risk register is in place, which is an active document, and is subject to regular scrutiny from both the Pension Board and the Pension Committee. It is regularly updated and contains appropriate mitigations for each identified risk.
- 4.3. There is sufficient contingency in place for officers, with a number of officers possessing the relevant knowledge and skills in order to undertake others' roles.
- 4.4. Both the Pension Board and Committee undergo knowledge assessments and training to ensure that they possess sufficient knowledge to exercise adequate governance over the Pension Fund.
- 4.5. There were, however, a small number of areas identified where improvements could be made.
- 4.6. Whilst the Fund has made efforts to gain agreement within the ACCESS Pool to finalise and implement the Governance Manual and establish a performance management process for fund managers, this has not yet been successful. These important elements are not yet in place, thus weakening Governance. The Fund is continuing to work with the other members of the ACCESS Pool to strengthen its governance arrangements.
- 4.7. Contact details for Pension Board representatives are not published, reducing the ability for members to be able to contact their representative.

5. Action Summary

5.1. The table below summarises the actions that have been agreed together with the risk:

Risk	Definition	No	Ref
High	This is a major control weakness requiring attention.		
Medium	Existing procedures have a negative impact on internal control or the efficient use of resources.	1	1
Low	This represents good practice; implementation is not fundamental to internal control.	1	2
Total number of agreed actions		2	

5.2. Full details of the audit findings and agreed actions are contained in the detailed findings section below.

5.3. As part of our quarterly progress reports to Audit Committee we track and report progress made in implementing all high priority actions agreed. Medium and low priority actions will be monitored and re-assessed by Internal Audit at the next audit review or through random sample checks.

6. Acknowledgement

6.1. We would like to thank all staff that provided assistance during the course of this audit.

Internal Audit Report – Pension Fund Governance 2020/21
Detailed Findings

Page 218

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
1	<p>ACCESS Governance Manual</p> <p>The previous audit contained an action in which it was agreed that the Fund would work with its partners in the ACCESS Pool to ensure that the Governance Manual for the ACCESS Pool is approved and implemented.</p> <p>This should include appropriate measures to enable the Fund to manage the performance of, or if necessary, to remove, fund managers.</p> <p>Whilst the Fund has been working with the ACCESS Pool, the Governance Manual has not yet been agreed and implemented, meaning that governance arrangements over the Pool may not be fully effective.</p> <p>We acknowledge that the agreement and implementation of the Governance Manual is the responsibility of the Pool as a whole, rather than the East Sussex Pension Fund in isolation.</p>	Without robust and clear governance arrangements, the performance of the ACCESS Pool may be reduced.	Medium	ACCESS allocated a technical lead to progress this item in March 2021 with the expectation for this to be brought to the joint committee later in the year for approval. Officers will support the ACCESS project as much as possible and feed in to ensure the manual meets the ESPF needs where possible throughout the ACCESS project, taking into account this is a collaborate pool entity and not in ESPF's control.
Responsible Officer:		Russell Wood – Pensions Manager, Investments and Accounting	Target Implementation Date:	30 October 2021

Internal Audit Report – Pension Fund Governance 2020/21
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
2	<p>Pension Board - Contact Details</p> <p>The Pension Board is made up of both employees’ and employers’ representatives, to represent their respective stakeholders. Despite this representative role, there are no published contact details in a single, easily accessible location to allow members and employers to contact representatives, should they wish to do so.</p>	<p>Failure to publish contact details for Board members makes it more difficult for those they represent to contact them, thus reducing the effect of their representation and increasing the potential for members’ dissatisfaction.</p>	Low	<p>The Pension Fund is fully compliant with all publication requirements in relation to the Pension Board within the Public Service Pensions Act and TPR’s Code of practice. Representatives are appointed to represent the membership and employer base and should be selected based on merit as to what they can actively bring to the board based on their knowledge and experience. There is no requirement or expectation for them to directly communicate with those they represent.</p> <p>The Fund will raise this item with Board members through the newly agreed Communications working group to consider how Board members could be contacted within appropriate communication and correspondence parameters. Outcome from this discussion will form part of the communications project and be fed back to Board and Committee with an appropriate action if any to provide a</p>

Internal Audit Report – Pension Fund Governance 2020/21
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
				method for people to contact Board members. In addition the Fund will look at best practice across the LGPS with respect this recommendation and feed this into the working groups discussion.
Responsible Officer:		Michael Burton – Pensions Manager, Governance and Compliance	Target Implementation Date:	30 September 2021

Appendix A

Audit Opinions and Definitions

Opinion	Definition
Substantial Assurance	Controls are in place and are operating as expected to manage key risks to the achievement of system or service objectives.
Reasonable Assurance	Most controls are in place and are operating as expected to manage key risks to the achievement of system or service objectives.
Partial Assurance	There are weaknesses in the system of control and/or the level of non-compliance is such as to put the achievement of the system or service objectives at risk.
Minimal Assurance	Controls are generally weak or non-existent, leaving the system open to the risk of significant error or fraud. There is a high risk to the ability of the system/service to meet its objectives.

Management Responsibilities

The matters raised in this report are only those which came to our attention during our internal audit work and are not necessarily a comprehensive statement of all the weaknesses that exist, or of all the improvements that may be required.

Internal control systems, no matter how well designed and operated, are affected by inherent limitations. These include the possibility of poor judgment in decision-making, human error, control processes being deliberately circumvented by employees and others, management overriding controls and the occurrence of unforeseeable circumstances.

This report, and our work, should not be taken as a substitute for management's responsibilities for the application of sound business practices. We emphasise that it is management's responsibility to develop and maintain sound systems of risk management, internal control and governance and for the prevention and detection of irregularities and fraud. Internal Audit work should not be seen as a substitute for management's responsibilities for the design and operation of these systems.

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Internal Audit Report

Pension Fund Investments and External Control Assurance 2020/21

Final

Assignment Lead: Jodie Lulham, Senior Auditor

Assignment Manager: Danny Simpson, Principal Auditor

Prepared for: East Sussex County Council

Date: May 2021

Internal Audit Report – Pension Fund Investments and External Control Assurance 2020/21

Report Distribution List

Sian Kunert, Head of Pensions
Russell Wood, Pension Fund Investment Manager
Ian Gutsell, Chief Finance Officer
Pension Board
Pension Committee

This audit report is written for the officers named in the distribution list. If you would like to share it with anyone else, please consult the Chief Internal Auditor.

East Sussex County Council - Internal Audit Key Contact Information

Chief Internal Auditor: Russell Banks, ☎ 07824 362739, ✉ russell.banks@eastsussex.gov.uk

Audit Manager: Nigel Chilcott, ☎ 07557 541803, ✉ russell.banks@eastsussex.gov.uk

Anti-Fraud Hotline: ☎ 01273 481995, ✉ FraudHotline@eastsussex.gov.uk

Internal Audit Report – Pension Fund Investments and External Control Assurance 2020/21

1. Introduction

- 1.1. East Sussex County Council (ESCC) administers and manages the East Sussex Pension Fund (the Fund) on behalf of 127 employers.
- 1.2. The Fund is responsible for managing assets for the long-term benefit of scheme members in accordance with statutory regulations.
- 1.3. The Fund is a member of the ACCESS Pool, a collaboration of 11 LGPS Administering Authorities who are working together to reduce investment costs and gain economies of scale; this was implemented in line with the 1 April 2018 deadline set by Central Government. The ACCESS Pool currently has a value of £53.9bn with the ESPF representing £3.9bn of this.
- 1.4. As part of this audit, we reviewed the arrangements to manage investments, including pooling arrangements, and the internal controls of external fund managers.
- 1.5. This review was part of the agreed Internal Audit Plan for 2020/21.
- 1.6. This report has been issued on an exception basis whereby only weaknesses in the control environment have been highlighted within the main body of the report.

2. Scope

- 2.1. The purpose of the audit was to provide assurance that controls are in place to meet the following objectives:
 - Investment performance is in line with the expectations of the Fund;
 - Investment returns are received in full in a timely manner;
 - Investment transactions are accurately reflected within the accounting system;
 - The ACCESS Operator, Fund Managers and the Custodian maintain adequate systems of internal control; and
 - Benefits of economies of scale deliver cost savings and value for money.

3. Audit Opinion

- 3.1. **Substantial Assurance is provided in respect of Pension Fund Investments and External Control Assurance 2020/21.** This opinion means that controls are in place and are operating as expected to manage key risks to the achievement of system or service objectives. *Appendix A provides a summary of the opinions and what they mean and sets out management responsibilities.*

4. Basis of Opinion

- 4.1. Based on the testing undertaken, we have been able to provide **Substantial Assurance** over the controls in place because:
- 4.2. There is an investment management process in place within the ACCESS Pool which allows for investment performance to be reported back to the Fund, with sufficient opportunities for challenge, where required.
- 4.3. Professional advice in relation to investments is obtained from both investment advisors and the Fund Actuary, increasing the likelihood that investments are appropriate and in the best interests of the Fund.
- 4.4. The Fund maintains appropriate records of all investment managers, including the custodian, and is currently involved in the Cost Transparency Initiative to gain a clear understanding of all investment management fees.
- 4.5. Quarterly reconciliations have been introduced to reconcile balances between the Custodian's Passport system and SAP, through these would benefit from an independent review process to reduce the risk of error.
- 4.6. Due to their accumulating nature, investment returns are automatically re-invested, ensuring that their value is realised, and benefits utilised as soon as possible.
- 4.7. There were, however, a number of areas identified where improvements could be made to strengthen the control environment. These are outlined below:
- 4.8. Not all investment managers have provided External Control Assurance reports in a timely manner, reducing our understanding of the controls in place to safeguard our investments.
- 4.9. Opportunities to secure value for money in the ACCESS Pool have been lost because there is no co-ordinated approach to reviewing External Control Assurance reports across the Pool.
- 4.10. There is no process documentation available in relation to Fund accounting, thus reducing resilience and increasing the risk of non-standard processes being undertaken.
- 4.11. We also found that there is no process to follow up inadequate performance of investments within the ACCESS Pool or to manage the performance of the Link Operator, also within the ACCESS Pool. However, robust actions have been already agreed within our Governance report. As a result, these findings are not restated in this report and do not contribute to the opinion.

Internal Audit Report – Pension Fund Investments and External Control Assurance 2020/21

5. Action Summary

5.1. The table below summarises the actions that have been agreed together with the risk:

Risk	Definition	No	Ref
High	This is a major control weakness requiring attention.		
Medium	Existing procedures have a negative impact on internal control or the efficient use of resources.	0	0
Low	This represents good practice; implementation is not fundamental to internal control.	4	1-4
Total number of agreed actions		4	

5.2. Full details of the audit findings and agreed actions are contained in the detailed findings section below.

5.3. As part of our quarterly progress reports to Audit Committee we track and report progress made in implementing all high priority actions agreed. Medium and low priority actions will be monitored and re-assessed by Internal Audit at the next audit review or through random sample checks.

6. Acknowledgement

6.1. We would like to thank all staff that provided assistance during the course of this audit.

Internal Audit Report – Pension Fund Investments and External Control Assurance 2020/21
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
1	<p>Accuracy of Reconciliations</p> <p>As agreed, following a previous audit, quarterly reconciliations now take place between the Fund and the Custodian. However, there is currently no process in place for a secondary check to ensure the accuracy of the data and reduce the risk of any inputting errors going unnoticed.</p>	<p>A lack of secondary check increases the risk of inputting errors going unnoticed, thus resulting in inaccuracies in the accounts.</p>	Low	<p>The Fund has implemented quarterly posting of investment balances as a result of the previous audit recommendations which is reviewed prior to posting by the Head of Pensions. The Fund is increasing the resource within the investment team. This will be utilised to improve the reconciliation process by ensuring posting of this information is then reconciled to provide us with the necessary assurance that the Custodian’s figures and the interim accounts positions are accurate.</p>
Responsible Officer:		Russell Wood	Target Implementation Date:	31 July 2021

Internal Audit Report – Pension Fund Investments and External Control Assurance 2020/21
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
2	<p>Timely Provision of Assurance Reports</p> <p>External Control Assurance Reports allow the Fund to assess the internal controls that have been implemented by Investment Managers and are important to provide assurance that assets and investments are appropriately safeguarded.</p> <p>At the time of testing, no External Control Assurance report had been provided by one of the Investment Managers.</p>	<p>Failure of an investment manager to provide an External Control Assurance report reduces the Fund’s ability to assure itself that its investments are appropriately safeguarded and to take actions where this is not the case.</p>	Low	<p>The External Control Assurance Reports are retrospective reports and are published up to 6 months after the reporting date so is inherently not an accurate picture of the current risks associated with the managers. The risk of managers safeguarding our assets is mitigated with the due diligence reviews that Link are undertaking for those managers within the ACS and that we ask Eversheds to carry out on non-pooled investments. In addition ISIO provide a more up to date comment around concerns with our mangers this is not just limited to performance as they provide comment on areas such as the ability of investment team, legal issues and if money is moving out of a manager.</p> <p>The External Control Assurance Reports are collated annually towards the end of the financial year as these are a requirement for the external auditors. To enhance the process going forward we are putting in place a</p>

Internal Audit Report – Pension Fund Investments and External Control Assurance 2020/21
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
				control spreadsheet to monitor when reports are due and chasing these as appropriate. We will also be putting 6-monthly reviews of to ensure this is being collected in a timely fashion.
Responsible Officer:		Russell Wood	Target Implementation Date:	31 July 2021

Internal Audit Report – Pension Fund Investments and External Control Assurance 2020/21
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
3	<p>ACCESS Review of External Control Assurance Reports</p> <p>One of the key benefits of the ACCESS Pool is that economies of scale can be exploited in order to reduce the need for each individual authority to undertake the same work, thus saving time and reducing the associated costs.</p> <p>Currently, there is no centralised process in place to review External Control Assurance reports, so that these reviews are duplicated across the Pool’s constituent funds.</p>	<p>A lack of collaborative approach for the review of External Control Assurance reports within the ACCESS Pool, reduces the benefits of the pooling arrangement and means that economies of scale are not being fully exploited, thus resulting in the use of additional time and, therefore, costs.</p>	Low	<p>The ACCESS Pool is a collaboration between 11 Authorities in response to the Governments asset pooling initiative. The main focus of ACCESS was to get assets into the pool in line with government expectations. We will continue to work with the other ACCESS authorities to identify areas where we can improve the efficiencies from pooling. However, ACCESS works on a consensus basis so we are limited to a certain degree around how quickly we can implement this particular action.</p>
Responsible Officer:		Russell Wood	Target Implementation Date:	31 March 2022

Internal Audit Report – Pension Fund Investments and External Control Assurance 2020/21
Detailed Findings

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Ref	Finding	Potential Risk Implication	Risk	Agreed Action
4	<p>Availability of Relevant Documentation</p> <p>It is important to ensure that training documentation, procedure notes and relevant guidance can be easily accessed by all members of the team, in order to encourage its use.</p> <p>At the current time, guidance on Fund accounting, such as accounting manuals and CIPFA guides, is not stored in a central location, making it less accessible to officers undertaking tasks within the Fund and reducing the likelihood of their being used.</p> <p>Furthermore, there are currently no process notes in place for Fund accounting, covering the required standards and policies.</p> <p>We do, however, note that a project is currently being undertaken to ensure that these documents are stored in an easily accessibly central location.</p>	<p>Should officers have difficulty locating relevant training and best practice guidance it may discourage their use, thus leading to work being undertaken which is not in line with appropriate accounting standards or policies, resulting in poor quality output or inconsistencies.</p> <p>A lack of process notes in relation to Fund accounting may result in inconsistencies or errors being made, thus reducing the accuracy of Fund accounting.</p>	Low	<p>With the expansion of the Pension team, the Fund is beginning to develop new processes across the whole Fund. To strengthen these processes and controls from an accounts perspective and reduce key person risk, the Fund will be creating a new suite of process notes in this area and a store of resources. This will be done throughout the year and reviewed annually.</p>
Responsible Officer:		Russell Wood	Target Implementation Date:	31 March 2022

Appendix A

Audit Opinions and Definitions

Opinion	Definition
Substantial Assurance	Controls are in place and are operating as expected to manage key risks to the achievement of system or service objectives.
Reasonable Assurance	Most controls are in place and are operating as expected to manage key risks to the achievement of system or service objectives.
Partial Assurance	There are weaknesses in the system of control and/or the level of non-compliance is such as to put the achievement of the system or service objectives at risk.
Minimal Assurance	Controls are generally weak or non-existent, leaving the system open to the risk of significant error or fraud. There is a high risk to the ability of the system/service to meet its objectives.

Management Responsibilities

The matters raised in this report are only those which came to our attention during our internal audit work and are not necessarily a comprehensive statement of all the weaknesses that exist, or of all the improvements that may be required.

Internal control systems, no matter how well designed and operated, are affected by inherent limitations. These include the possibility of poor judgment in decision-making, human error, control processes being deliberately circumvented by employees and others, management overriding controls and the occurrence of unforeseeable circumstances.

This report, and our work, should not be taken as a substitute for management's responsibilities for the application of sound business practices. We emphasise that it is management's responsibility to develop and maintain sound systems of risk management, internal control and governance and for the prevention and detection of irregularities and fraud. Internal Audit work should not be seen as a substitute for management's responsibilities for the design and operation of these systems.

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Internal Audit Report

Pension Administration - Information Governance (2020/21)

Final Report

Assignment Lead: Elaine Laycock, Principal Auditor
Assignment Manager: Mark Winton, Audit Manager
Prepared for: East Sussex County Council
Date: May 2021

Internal Audit Report – Pension Administration - Information Governance (2020/21) Detailed Findings

Draft Report Distribution List

- Paul Punter, Head of Pensions Administration
- Sian Kunert, Head of Pensions
- Sarah Turner, Senior Information Governance Officer

Final Report Distribution List

As draft report with the inclusion of the following:

- Phil Hall, Interim Chief Operating Officer
- Ian Gutsell, Chief Finance Officer
- Matt Scott, Chief Technology Officer
- Heidi Judd, Data Protection Officer
- Nikki Wilkins, Head of Strategy & Engagement
- Pension Board
- Pension Committee

This audit report is written for the officers named in the distribution list. If you would like to share it with anyone else, please consult the Chief Internal Auditor.

East Sussex County Council - Internal Audit Key Contact Information

Chief Internal Auditor: Russell Banks, ☎ 07824362739, ✉ russell.banks@eastsussex.gov.uk

Audit Manager: Mark Winton, ☎ 07740517282, ✉ mark.winton@eastsussex.gov.uk

Anti-Fraud Hotline: ☎ 01273 481995, ✉ FraudHotline@eastsussex.gov.uk

Internal Audit Report – Pension Administration - Information Governance (2020/21) Detailed Findings

1. Introduction

- 1.1. The Council (East Sussex County Council) is the designated statutory administering authority of the East Sussex Pension Fund. As at 31 March 2020, the Fund comprised 128 scheme employers with 23,835 active, and 31,622 deferred, scheme members. The governance of the Fund is the responsibility of the East Sussex Pension Committee, and the Pension Board, supported by the Chief Finance Officer for East Sussex County Council.
- 1.2. The Council, as the administering authority and data controller for the fund, hold significant volumes of personal data in order to accurately administer and manage the fund and also to satisfy the legal obligations outlined within the Local Government Pension Scheme Regulations (LGPS). This can include, but is not limited to, names, addresses, contact telephone numbers and email addresses but also information relating to dependents/nominated beneficiaries and, in some cases, special category data such as health status.
- 1.3. Failure to adequately protect scheme member data can result in a personal data breach. Under the General Data Protection Regulations certain personal data breaches are required to be reported to the Information Commissioner's Office (as supervisory authority). These breaches can include, but are not limited to, access by unauthorised individuals and the sending of personal data to incorrect recipients. The Council is responsible to deciding on whether the breach needs to be reported based upon the risk to the individual's 'rights and freedoms'.
- 1.4. The Council has produced and published a Memorandum of Understanding regarding Compliance with Data Protection Law in relation to the LGPS which is available on the Council's website. This document details the basis on which data will be shared between interested parties and the administering authority's expectations of scheme employers.
- 1.5. This review is part of the agreed revised Internal Audit Plan for 2020/21.
- 1.6. This report has been issued on an exception basis whereby only weaknesses in the control environment have been highlighted within the main body of the report.

2. Scope

- 2.1. The purpose of the audit was to provide assurance that controls are in place to meet the following objectives:
 - Employees within the pension service are aware of their roles and responsibilities under the relevant legislation including, the General Data Protection Regulations, Data Protection Act and Local Government Pension Scheme Regulations in relation to the security and ownership of data.
 - There are clear processes in place that are instigated should there be a suspected data protection breach.

Internal Audit Report – Pension Administration - Information Governance (2020/21) Detailed Findings

- The Council have issued a Privacy Notice which is available to all scheme members and pensioners and outlines the information they hold and how it is safeguarded.
- The Pension Fund systems (including the employer portal) are maintained to the required standard and system administration exercises and updates are completed by appropriately qualified officers.
- The “Principle of Least Privilege” is adopted for all pensions fund systems and information sources meaning that users are given the minimum levels of access/permissions needed to perform their role/responsibilities.
- Data sharing agreements are in place with all relevant parties.
- Data Protection system requirements are being incorporated into the procurement process for the new sovereign Pension Fund system.

3. Audit Opinion

- 3.1. **Reasonable Assurance is provided in respect of Pension Administration - Information Governance (2020/21).** This opinion means that most controls are in place and are operating as expected to manage key risks to the achievement of system or service objectives. *Appendix A provides a summary of the opinions and what they mean and sets out management responsibilities.*

4. Basis of Opinion

- 4.1. At the time of this review the council was in the process of returning the Pensions Administration service back to sovereign control within Finance, having previously been part of the Orbis cross authority Business Operations service. As a result of this a new service structure has been created, a number of administrative staff have TUPE transferred to the council and a recruitment exercise is underway for the remaining vacant posts.
- 4.2. The council has recently entered into a contract for the provision of a sovereign Pension Fund administration system and is in the process of a data migration exercise to transfer scheme member data to the newly procured system. An internal audit review of the data migration process has been commissioned and is underway. This data migration review is focussing on risks relating to data mapping, the security and integrity of data and system testing and will be reported separately.
- 4.3. Under the Orbis Pensions Administration service, Surrey County Council employees have held responsibilities relating to system administration including, but not limited to, system upgrades, patches and user administration. We understand that the sovereign team, with support from officers from IT & Digital, will take responsibility for these areas for the new system and work, as this arrangement is in its infancy we have not sought to provide any assurance over these arrangements at this time.
- 4.4. During this review we were notified of a personal data breach relating to the transfer of data between the payroll and pensions teams using the iConnect module. This breach was investigated by the Head of Pensions Administration with remedial action taken and safeguards put in place to highlight any further recurrence of this issue. We note that this was not recognised as a personal data breach by the Pensions Officer handling the initial complaint and there is a risk therefore that there may have been other potential breaches that have not been reported or investigated as required.
- 4.5. Corporate policies detailing the action to be taken following reports of potential data breaches are clear and available to all employees via the council's intranet. In addition to this clear records are maintained on the corporate breaches log.
- 4.6. Should a potential breach be reported, support is available to service managers and affected employees provided by named individuals within the Information Governance team.

- 4.7. A breaches log (including regulatory breaches) is maintained within the Pension Administration service and reported to the Pension Committee on a quarterly basis.
- 4.8. We found that data subjects have not been provided with access to a Summary Privacy Notice and that the Full Privacy Notice is incomplete and therefore not compliant with General Data Protection Regulations. In addition to this we note that there are discrepancies between the length of time data is retained and the information provided to data subjects regarding data retention.
- 4.9. Testing identified that the council and fund websites contain out of date policy documents. This issue has been raised in the review of Pension Fund - Compliance with Regulatory Requirements 2020/21 and therefore is not included further within this report.
- 4.10. Through a review of recently advertised job descriptions we note that no reference is made to General Data Protection Regulations. Whilst this appears to be in line with peer funds the council may wish to consider the inclusion of this within all job descriptions where the postholder is required to handle personal data.
- 4.11. It is important to acknowledge that the recently recruited Head of Pension Administration and Head of Pension Fund welcomed this review and are aware of the need to strengthen the documents provided to data subjects. An additional recruitment exercise has recently been completed for the post of Pensions Manager – Governance and Compliance and this officer has been delegated with responsibility to lead on this area.

5. Action Summary

- 5.1. The table below summarises the actions that have been agreed together with the risk:

Risk	Definition	No	Ref
High	This is a major control weakness requiring attention.	2	2 & 3
Medium	Existing procedures have a negative impact on internal control or the efficient use of resources.	1	1
Low	This represents good practice, implementation is not fundamental to internal control.	1	4
Total number of agreed actions		4	

- 5.2. Full details of the audit findings and agreed actions are contained in the detailed findings section below.
- 5.3. As part of our quarterly progress reports to Audit Committee we track and report progress made in implementing all high priority actions agreed. Medium and low priority actions will be monitored and re-assessed by Internal Audit at the next audit review or through random sample checks.

6. Acknowledgement

6.1. We would like to thank all staff that provided assistance during the course of this audit.

Internal Audit Report – Pension Administration - Information Governance (2020/21)
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
1	<p>GDPR Training</p> <p>We were informed during the audit that there had been a recent report of a personal data breach within pensions administration.</p> <p>Whilst a thorough investigation was undertaken by the Head of Pensions Administration with remedial action taken and appropriate safeguards put in place for the future, we note that there was a missed opportunity to recognise the issue as a data breach by the Pensions Officer initially responsible for handling the affected scheme member’s enquiries.</p> <p>In this case this delay did not result in any further breach of personal data. However, failure to act in a timely manner could result in further breaches of data and also risk the council’s ability to report, if required, to the Information Commissioners Officer within statutory timeframes.</p> <p>We understand there have been no further reports of suspected personal data</p>	<p>Failure to identify suspected personal data breaches could result in further data loss and result in reputational damage and financial penalty to the council and the fund and cause harm/distress to affected individuals.</p>	Medium	<p>All staff are regularly required to complete the Information Governance training module – it was a compulsory task for staff when they TUPE transferred on 1/12/20 and for all new starters since. Completion and a test pass email will go straight to ICT.</p> <p>Shortly after the data breach staff were reminded that any such incidents should be escalated to their Manager asap and that there is an online form and process on the intranet.</p>

Internal Audit Report – Pension Administration - Information Governance (2020/21)
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
	breaches relating to the pensions service within the current financial year.			
Responsible Officer:		Paul Punter	Target Implementation Date:	Complete

Internal Audit Report – Pension Administration - Information Governance (2020/21)
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
2	<p>Privacy Notices</p> <p>Under the General Data Protection Regulations (GDPR) any organisation that processes personal data is required to inform the data subject of what information is held, how this is collected, retained and utilised. This is commonly achieved through the issuing of Privacy Notices.</p> <p>The Local Government Association (LGA) commissioned a legal firm to create template ‘summary’ and ‘full’ Privacy Notices which would be made available to LGPS funds to adapt and adopt. These templates are available via the Local Government Pension Scheme (LGPS) website and are dated May 2018.</p> <p>The summary version is intended to be a simpler guide with the full version containing more detail. The LGA expects both versions to be available to data subjects. The full template Privacy Notice states that <i>"This template will need to be tailored to the specific circumstances of each fund."</i></p>	<p>The current full Privacy Notice is not compliant with the requirements under the General Data Protection Regulations to act in a transparent manner and provide the “identity” of data controllers.</p> <p>Whilst this information may be available upon request this, in addition to the lack of a summary Privacy Notice, is not in line with the expectations under GDPRs relating to ease of access.</p>	High	The Fund will develop a new ‘full’ Privacy Notice and design a ‘summary’ Privacy Notice. In doing so regard will be had to the need to refer to Internal Audit and the additional information needed, as identified in this report.

Internal Audit Report – Pension Administration - Information Governance (2020/21)
Detailed Findings

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Ref	Finding	Potential Risk Implication	Risk	Agreed Action
	<p>We understand that a summary Privacy Notice has not been made available to scheme members.</p> <p>Whilst the full Privacy Notice is available to Members via the East Sussex Pension Fund website, we found that it is incomplete. For example, the table contained within the <i>"organisations that we may share your personal data with"</i> does not identify the "identity" of the data controllers as required under Article 13 of the GDPRs and detailed in the template document.</p> <p>We also found that that the table does not include reference to Internal Audit nor companies such as those providing data cleansing support which have recently been engaged by the council.</p>			
Responsible Officer:		Michael Burton	Target Implementation Date:	31 July 2021

Internal Audit Report – Pension Administration - Information Governance (2020/21)
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
3	<p>Data Retention</p> <p>Under the General Data Protection Regulations data subjects have a right to be informed of the length of time their data will be held for.</p> <p>The full Privacy Notice includes a statement on <i>"how long we keep your data"</i> and states that data will be held for as long as needed to fulfil the duties of the pension fund. This expands to state <i>" In practice, this means that your personal data will be retained for such period as you (or any beneficiary who receives benefits after your death) are entitled to benefits from the Fund and for a period of 15 years after those benefits stop being paid."</i></p> <p>However, the Data Protection Impact Assessment, drafted as part of the project to return the pensions administration service to sovereign control, states that <i>"Data is stored for the lifetime of the Scheme."</i></p> <p>The LGPS template includes footnotes recognising the difficulty of pension funds</p>	<p>The information given to data subjects via the Privacy Notice regarding the retention of their data is incorrect and not in line with current practice. This is therefore not compliant with the requirements under the GDPRs and risks reputational damage to both the council and the fund. In addition to this there is a risk of financial loss due to fines being imposed by the Information Commissioner’s Office.</p> <p>The lack of inclusion of scheme member data within the corporate Records Retention and Disposal Policy may lead to a lack of oversight and scrutiny of the treatment of such data.</p>	High	<p>It is noted and agreed that there is a disparity between the existing Privacy Notice and the length of time data is held.</p> <p>The Privacy Notice is to be re-considered, see recommendation 2 (above). Since the Privacy Statement was drafted claims against other schemes have shown that deleting data so soon after a benefit stops being payable can lead to findings of fault as the position cannot be adequately defended. For example, a member who transfers out aged 30 could raise a claim stating they are still a member and entitled to a payment at age 60 and we would not have the evidence to disprove this.</p> <p>The LGA has suggested different retention dates for different elements of data, whilst it acknowledges the difficulty in being GDPR compliant and that the risk of sanction is low. We will</p>

Internal Audit Report – Pension Administration - Information Governance (2020/21)
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
	<p>to comply with GDPRs in relation to the retention of member data due to the nature of pension schemes. This template states that holding data indefinitely is <i>"unlikely to comply with GDPR"</i> and advises that there may be certain categories of data that could be removed from scheme records at earlier dates.</p> <p>The council has a corporate Records Retention and Disposal Schedule which includes reference to Pension Administration but not the treatment of scheme member data.</p>			<p>take these into account as part of our consideration of next steps.</p> <p>A new policy will need to be approved by the Pensions Board & Committee before being formally adopted.</p>
Responsible Officer:		Michael Burton	Target Implementation Date:	30 September 2021

Internal Audit Report – Pension Administration - Information Governance (2020/21)
Detailed Findings

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Ref	Finding	Potential Risk Implication	Risk	Agreed Action
4	<p>Job Descriptions</p> <p>The service is currently in the process of recruiting to a number of vacancies following the return of Pensions Administration to sovereign control.</p> <p>A review of four job descriptions for posts that were advertised at the time of the audit identified that:</p> <ul style="list-style-type: none"> reference to the Local Government Pension Scheme (LGPS) regulations and qualifications/experience were included where relevant. none of the four job descriptions contained reference to General Data Protection Regulations (GDPR), information governance or data security. <p>Benchmarking of pensions related roles advertised by other public sector bodies identified that:</p> <ul style="list-style-type: none"> 50% contained reference to the scheme regulations e.g. LGPS. 25% contained reference to GDPR. 	<p>Newly recruited employees, or those (TUPE) transferring, may lack awareness regarding their specific responsibilities under GDPR and in relation to data security. This may lead to the mishandling of data or non-identification of data breaches and result in reputational damage and financial penalty to the council and the fund and cause harm/distress to affected individuals.</p>	Low	<p>A review will be undertaken of job descriptions for posts within the Pension Fund. Where appropriate a knowledge of GDPR will be added either as essential or desired knowledge.</p> <p>Upon appointment all staff are tasked with undertaking training on data security. Staff cannot access external websites etc until this training is complete, this training is refreshed annually. When the Training Co-ordinator is in post a review will be conducted of further available training on this topic to boost officer understanding of data security. This training will also be provided to Local Pension Board and Pension Committee members as appropriate.</p>

Internal Audit Report – Pension Administration - Information Governance (2020/21)
Detailed Findings

Ref	Finding	Potential Risk Implication	Risk	Agreed Action
	Whilst it appears that the job descriptions are broadly in line with those of peer organisations, best practice would be for the expectations in relation to GDPR responsibilities to be defined.			
Responsible Officer:		Michael Burton	Target Implementation Date:	30 September 2021

Appendix A

Audit Opinions and Definitions

Opinion	Definition
Substantial Assurance	Controls are in place and are operating as expected to manage key risks to the achievement of system or service objectives.
Reasonable Assurance	Most controls are in place and are operating as expected to manage key risks to the achievement of system or service objectives.
Partial Assurance	There are weaknesses in the system of control and/or the level of non-compliance is such as to put the achievement of the system or service objectives at risk.
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Management Responsibilities

The matters raised in this report are only those which came to our attention during our internal audit work and are not necessarily a comprehensive statement of all the weaknesses that exist, or of all the improvements that may be required.

Internal control systems, no matter how well designed and operated, are affected by inherent limitations. These include the possibility of poor judgment in decision-making, human error, control processes being deliberately circumvented by employees and others, management overriding controls and the occurrence of unforeseeable circumstances.

This report, and our work, should not be taken as a substitute for management's responsibilities for the application of sound business practices. We emphasise that it is management's responsibility to develop and maintain sound systems of risk management, internal control and governance and for the prevention and detection of irregularities and fraud. Internal Audit work should not be seen as a substitute for management's responsibilities for the design and operation of these systems.

Internal Audit Briefing Document - Altair Data Transfer

Introduction:

Until recently, the administration of the Pension Fund has been managed through a collaboration with Surrey County Council as part of Orbis Business Operations. However, there is currently a project in place to disaggregate the administration team and bring East Sussex Pension Administration back in-house.

The current contract for the pension administration system, Altair, was due to expire in early 2021, and a new contract between the East Sussex Pension Fund and Aquila Heywood was negotiated for the provision of Altair at a total cost of approximately £1.7m over five years, beginning April 2021.

Given the timescales involved in the project to transfer to the new system, with the original planned go-live on 1 April 2021, there was only limited time to provide audit advice and support into this. We therefore agreed, via a terms of reference agreed on 3 March 2021, to focus specifically on reviewing the arrangements for data migration and testing, where there are clear information governance risks and risks to the quality, completeness and accuracy of data. Given the short timescales involved in the transition, it would not have been possible for us to complete any additional work in this area.

We would like to take the opportunity of thanking project management and the project team for their assistance in completing this short review, at a time of considerable pressure to them.

Conclusion:

In completing our work, we identified various issues/risks for consideration by project management as part of their go-live decision. In discussing these, we are comfortable that adequate arrangements are in place to mitigate the issues raised and this was reported to the Oversight Group on 25 March 2021 and the Change Advisory Board (CAB) on 26 March 2021. The decision to proceed with go-live was made by CAB at the same meeting.

Findings:

Proposal to Maintain a Duplicate Database

We had some concerns around the proposal to maintain a duplicate database within the Surrey County Council (SCC) version of Altair, (for a period of 6 months) for business continuity reasons, as we understood this was to be done on a 'good faith' basis, outside of the Inter-Authority Agreement, and could result in data relating to members of the East Sussex Pension Fund (ESPF) being lost should SCC experience a data breach.

We also raised concerns around the information governance arrangements within the project, to ensure there was appropriate liaison with, and approval, from the Data Protection Officer in relation to data being held outside of the organisation, and to ensure there was a Data Protection Impact Assessment (DPIA) in place for the transfer of data and the disaggregation of the administration function.

We understand that these issues are being addressed as part of the collaborative effort between the Fund and the Information Governance Team, as agreed at the exceptional meeting of the Change Advisory Board on 26th March.

Potential Unauthorised Changes to the ESPF Module within the SCC Database

We raised a potential issue that, although there were plans in place to 'lock down' the ESPF module within the SCC database to reduce the risk of changes being made in the SCC database that are not reflected within the new ESPF system, we were unaware of plans to confirm that no such changes had been made. Since our work, however, we understand that there is a plan for Aquila Heywood to undertake a final reconciliation of the database before and after the data transition which will highlight any differences for investigation.

Technical Risk Assessment

No technical risk assessment has been completed by IT&D on this instance of Altair, as IT&D consider that the one completed on the previous version is sufficient.

We did, however, make a general observation around information security and it has since been confirmed that only a small number of officers will be given administration rights over the Altair system to create and remove users and reset passwords. In addition, a quarterly review of access levels and permissions is proposed to maintain information security.

Project Risk Register

Although there is a risk register in place for the disaggregation and Altair implementation, at the time of our work, some risks had not been assigned an individual owner, potentially resulting in appropriate mitigations not being implemented as required. The project team have since amended these risks to remove the whole team ownership and assign two individuals as owners; one member of the project team and an employee from Aquila Heywood, in order to exercise full oversight.

User Acceptance Testing

We noted that there were two versions of the user acceptance testing (UAT) programme in place, with some overlap between the two. We highlighted the need for the project team to ensure that the programmes exercised sufficient coverage over the whole system in order to ensure that no defects existed post-go live.

We also noted two defects recorded within the defect tab of the UAT spreadsheet, one rated 'critical' and one 'low' which hadn't been resolved when completing our work. The 'critical' defect was escalated to the Head of Pensions Administration for resolution, whilst the 'low' defect has been noted to only impact three members, meaning that it does not require resolution for go-live. We understand from the CAB meeting of 26 March 2021 that all the UAT of the MSS Portal, Altair data migration and dual payroll is being signed off by the Head of Pensions Administration.

Altair Database

The new Altair database is being held on an Oracle server, which required external involvement to set up due to a lack of specialist knowledge in-house. We suggested that the risks relating to the logistics and associated costs of maintaining the system and responding to issues where in-house knowledge and provision is unavailable, should be considered. The Head of Strategy and Engagement agreed, at the meeting of the Oversight Group on 25th March, that she would take this issue forward from an IT&D perspective.

Jodie Lulham, Senior Auditor

31 March 2021

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East Sussex
Local Government Pension Scheme
Internal Audit Strategy and Plan
2021/22

1. Introduction

- 1.1. The Scheme provides retirement benefits for employees of the County Council and 130 other employer organisations, including Brighton & Hove City Council, district and borough councils and academic institutions.
- 1.2. We (the Orbis Internal Audit & Counter Fraud Team) provide internal audit services to the East Sussex Pension Fund.

2. Objective

- 2.1. The objective of this Pension Scheme Audit Strategy and Plan (The Strategy), which is formally reviewed on an annual basis, is to provide the Scheme with a consistent, risk-based approach to determining an internal audit programme for the Pension Fund, which takes maximum advantage of the available sources of internal and external assurance.
- 2.2. The ESPF pools funds with another 10 funds to create the ACCESS Pool, a collaboration of central, eastern and southern shires. The ACCESS pool has assets of £53.8bn with the ESPF representing £2.3bn of these. We are continuing to work with the other authorities in the Pool to arrange and ensure appropriate audit coverage, whilst avoiding duplication.
- 2.3. During the year 2020/21, procurement processes were undertaken for the selection of both the Fund's advisor and its actuary. These resulted in the appointment of ISIO as the Fund's advisor, with effect from 1 February 2021, and of Barnett Waddingham LLP as the Fund's actuary, as from 1 January 2021.
- 2.4. A procurement exercise for the pension administration system was carried out during 2020. The result was a decision to remain with the existing system, Altair, although there will be changes to the way in which it is configured and supported. The new version of Altair has been implemented and is now live. Alongside this, will be a new portal to allow the submission of data from employers to the Scheme.
- 2.5. The Pension Administration Team has been transferred from a Surrey-based Orbis team, to the Finance Team in East Sussex and is now managed by a sovereign East Sussex Head of Pension Administration. This transfer also brings the team under the direct control of the Council's Chief Finance Officer (Section 151 Officer). These changes are expected to provide greater oversight and accountability. Where appropriate, we shall continue to provide advice to support the Fund's transformation.
- 2.6. The Strategy seeks to provide assurance on the following aspects of pension fund activities:
 - Pension Fund governance;
 - The Pension Fund's compliance with regulatory requirements;

- Pension Fund investments and pooling arrangements;
 - The introduction of the new version of the administration system, Altair, and a new employer portal, i-Connect; and
 - Pension Fund administration – people, processes and systems.
- 2.7. If any audits from 2020/21 give an opinion of partial assurance or less, we shall carry out follow-up audits to ascertain the degree to which agreed actions in these areas have been implemented. It should be noted that we shall follow up each action, agreed the previous year, irrespective of the opinion given.

3. Approach

- 3.1. The Strategy uses risk assessment as its foundation. On a periodic basis, risks will be reviewed in consultation with the Chairs of the Pension Committee and Board and with management to identify any new risks. The risk assessment will consider the materiality and significance of the processes involved, any negative factors such as problems or significant changes and any positive factors, which provide comfort or assurance. It should be borne in mind that the Pension Fund is a material and fundamental financial system in its own right and, as such, should be subject to a level of coverage that complements the work of the Scheme's external auditors.
- 3.2. The outcome of the risk assessment will be an objective view of those areas of the business where the organisation requires assurance that risks are being managed effectively. Internal Audit will then use a number of potential sources to provide that assurance.
- 3.3. Throughout the year, there will be routine liaison between Internal Audit and officers representing the Fund to identify emerging risks and ensure that this Strategy continues to reflect the needs of, and risks to, the Fund. COVID-19 has affected the way many areas of the pension administration service are being delivered, as well as having a wider impact on the Fund, in particular on the performance of its investments. It affected the way we delivered the Audit Strategy and Plan in 2020/21 and we recognise that it may have an impact on the way we deliver the Audit Strategy and Plan for 2021/22.
- 3.4. During the year 2020/21, we found that controls had been strengthened, in some cases, significantly, and this has been reflected in the improved audit opinions we were able to provide. This resulted from the successful efforts of the Pension Team in addressing the issues we identified during the previous year.
- 3.5. Where appropriate, audit coverage will be varied from year to year. In areas where no significant findings were made in the previous year, the scope may be widened to other areas to maximise the breadth of coverage. For instance, where new policies have been introduced, we shall review compliance with these. We shall also assess the effectiveness of the transition of the administration from Surrey to East Sussex.

- 3.6. Where possible, direct access to source data will be obtained, including to data held in the administration system (Altair), information passed via the Pension Regulator's on-line portal and HMRC's event reporting portal. Where access cannot be obtained, this will be reported.
- 3.7. We plan to deliver 100 audit days for the year 2021/22, which will provide the flexibility to meet any unforeseen demands. This level of coverage will be kept under review to ensure that it remains appropriate to the needs of the Fund.

4. Professional Standards

- 4.1. Audits of the Pension Fund will be carried out in accordance with the professional standards set out in the Public Sector Internal Audit Standards.

5. Reporting Arrangements

- 5.1. Internal Audit work will be reported in the following manner:
- Terms of Reference will be drafted and agreed with management;
 - An initial draft report will be issued to management for its comments on factual accuracy and response to the issues and risks identified;
 - A final report that includes agreed actions and implementation dates will be published to management.
 - The results of audit work on the Scheme will be reported:
 - in full, to the Pension Board and Pension Committee; and
 - in summary form, to the Audit Committee as part of our quarterly progress reports.
- 5.2. Audit work for 2021/22 will be reported in six separate reports (in addition to any specific follow-up audits), covering the risks detailed below:
- Governance
 - Inadequate governance arrangements, including unclear delegation of key functions, result in poorly defined Fund objectives and ineffective strategic oversight.
 - Lack of resilience on the part of the Fund, or an inexperienced Board or Committee may weaken stewardship of the Fund.
 - Ineffective risk management arrangements result in financial loss and reputational damage to the Council.

- Ineffective communication or poor professional advice results in a lack of understanding amongst relevant stakeholders and/or poor decision making.
- Inaccurate reporting (including performance targets and breaches) results in a failure to identify and correct poor performance.
- Without appropriate checks and guarantees on the funding levels of new and existing employers, the Fund may be exposed to additional financial risk.¹
- Investments
 - Poor performance of the Fund results in financial loss and reputational damage.
 - Investment returns are not received in full in a timely manner.
 - Accounting of the Pension Fund is inaccurate resulting in mis-statement of Fund accounts.
 - East Sussex Pension Fund assets or investment opportunities may be lost, due to the ACCESS Operator, Fund Managers²/Custodian not maintaining adequate systems of internal control.
 - The ACCESS pool does not exploit benefits of economies of scale resulting in a failure to save costs and the pool not returning excellent value for money.
- Compliance with Regulatory Requirements
 - Scheme governance arrangements do not meet regulatory requirements, leading to regulatory sanction and/or reputational damage to the Council.
 - Investment management arrangements do not meet regulatory requirements, leading to regulatory sanction and/or reputational damage to the Council.
 - Pension administration arrangements do not meet regulatory requirements, leading to regulatory sanction and/or reputational damage to the Council.
- Pension Administration – People, Processes and Systems
 - Inaccuracies in the calculation of pension benefit entitlements may cause financial loss to the Scheme or financial hardship to members and reputational damage for the Council.

¹ Also noting that undue delay to signing an admission agreement may result in new pensioners not receiving their pension.

² Includes the internal controls of external fund managers.

- Poor or inadequate delivery of the pension administration service (including as a result of inadequate procedure notes) may result in reputational damage for the Council and/or complaints by members.
- Non-collection of, or inaccuracies in, pension contributions increases the risk of Pension Fund deficit.
- Poor data quality leads to inaccuracies in transactions, or a failure to meet statutory requirements (e.g. ABS production and distribution or the submission of common data sets to the Pension Regulator), resulting in financial loss, and/or regulatory sanction.
- Altair – Application Controls
 - Unauthorised or inappropriate access to confidential information is obtained, resulting in a breach of GDPR, fraud and/or malicious damage to data.
 - Incorrect data is input into the system resulting in inaccurate records being held by the Council.
 - System outputs are incorrect weakening management information and leading to poor decision-making.
 - System updates and enhancements are not introduced in a controlled manner, potentially resulting in a negative impact on service delivery and/or vulnerabilities to malicious attacks against the system.
 - The introduction of the employer portal interface (i-Connect) leads to errors in data transfer, undermining data quality, the accuracy of outputs, including payments, and increases the risk of data breaches.
 - Changes to the system are not communicated or supported effectively, potentially resulting in a negative impact on service delivery.
- The implementation of Altair
 - Data transfer is incomplete or inaccurate, leading to over or under-payments to pensioners or errors in reporting.
 - Access rights to Altair are not set up correctly, increasing the risk of fraud or breaches of GDPR.
 - Governance arrangements, including procedures and guidance are ineffective, increasing the risk of fraud or error.



EAST SUSSEX PENSION FUND INTERNAL AUDIT PLAN 2021/22

Please note that the following provides a high-level scope of the work we are proposing. At the beginning of each review (as with all our work), a detailed term of reference will be developed in consultation with management.

Review Name	Outline Objective	Estimated Timing
Governance	We shall assess the effectiveness of the Fund's governance arrangements and seek to provide assurance that strategic oversight, risk management, reporting and communication processes are in place to maximise the likelihood that the Fund's objectives are met. This review will also cover controls to ensure that only new employers with adequate funding levels are admitted to the Scheme.	Q2
Investments and External Control Assurance	A review to assess the adequacy of controls over the Fund's investments, including the performance of investments, the performance of the ACCESS Operator, and the receipt of, and accounting for, investment income.	Q4
Compliance with Regulatory Requirements	We shall review the arrangements in place designed to ensure compliance with regulatory requirements in relation to governance, investments and administration.	Q2
Pension Administration – People, Processes and Systems	We shall review controls over the calculation and payment of pension benefits, transfers to and from the Pension Fund and the collection and recording of pension contributions from scheduled and admitted bodies.	Q3
Altair - Application Controls	This application audit will review all major input, processing and output controls. It will also cover the controls over the interface with the employer portal (i-Connect), and any other systems, to ensure appropriate system ownership and responsibilities are defined.	Q2



Review Name	Outline Objective	Estimated Timing
The implementation of Altair	We shall review management arrangements over the new instance of Altair, following the transfer of the administration function to East Sussex Finance. The review will cover the effectiveness of data transfer, the allocation of access rights and the establishment of procedures.	Q1

Report to: Pension Committee

Date of meeting: 22 June 2021

By: Chief Financial Officer

Title: External Audit Plan for the East Sussex Pension Fund 2020/21

Purpose: To inform the Committee of the content of the East Sussex Pension Fund external audit plan for 2020/21

RECOMMENDATION

The Committee is recommended to note the external audit plan for the East Sussex Pension Fund for 2020/21

1. Background

1.1 Grant Thornton (GT), as the East Sussex Pension Fund's (ESPF) external auditors, have provided the External Audit Plan for 2020/21 (Appendix 1) which provides an overview of the planned scope and timing of the statutory audit of the ESPF Annual Report and accounts and identifies any significant risks.

1.2 The External Audit Plan was not available for consideration and discussion at the previous Pension Board (15 February 2021) or Pension Committee (1 March 2021). It was available, however for the Audit Committee (26 March 2021) who resolved to note the report.

2. Supporting Information

2.1 The External Audit Plan for 2020/21 identifies a number of risks that require audit consideration as they could potentially cause a material error in the financial statements. These are:

- ISA240: Fraudulent revenue recognition (this presumed risk has been rebutted);
- Fraudulent expenditure recognition (this presumed risk has been rebutted);
- Management override of controls (journals, estimates and transactions);
- Valuation of level 3 investments;
- IAS26: Pension Fund Disclosures.

2.2 The deadlines for the production and audit of the accounts for 2020/21 and 2021/22 have been confirmed as 30 September in line with the Independent Review for Local Authority Financial Reporting and Audit (the Redmond Review). The ESPF accounts are included within the statement of accounts of East Sussex County Council; the unaudited draft version of the financial statements are required to be prepared and published on the authority's website by 31 July. The Pension Fund Annual report and audited accounts will be presented to the Pension Committee on 27 September 2021 and Governance Committee on 30 September 2021. There is pressure on GT to deliver to these deadlines and given the slippage experienced in the 2019/20 audit and pressures on their resources, there is a risk that these key dates will be missed.

2.3 The planned audit fees for 2020/21 are yet to be confirmed, Grant Thornton are in negotiations with the Public Sector Audit Appointments (PSAA) and are proposing a fee of £35,487 for the Pension Fund audit an increase on the fees from 2019/20 which were £31,610.

3. Conclusion and Recommendation

3.1 The External Audit Plan is presented to Committee for discussion and comment.

IAN GUTSELL
Chief Finance Officer

Contact Officer:

Sian Kunert, Head of Pensions

Tel. No.

01273 337177

Email:

Sian.kunert@eastsussex.gov.uk

East Sussex Pension Fund audit plan

Year ending 31 March 2021

East Sussex Pension Fund
26 March 2021
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Contents



Your key Grant Thornton team members are:

Darren Wells

Key Audit Partner

T 01293 554120

E darren.j.wells@uk.gt.com

Andy Conlan

Audit Senior Manager

T 02077 282492

E andy.n.conlan@uk.gt.com

Ezgi Aslan

Audit In-Charge

E ezgi.aslan@uk.gt.com

Section	Page	
Key matters	3	The contents of this report relate only to the matters which have come to our attention, which we believe need to be reported to you as part of our audit planning process. It is not a comprehensive record of all the relevant matters, which may be subject to change, and in particular we cannot be held responsible to you for reporting all of the risks which may affect the Pension Fund or all weaknesses in your internal controls. This report has been prepared solely for your benefit and should not be quoted in whole or in part without our prior written consent. We do not accept any responsibility for any loss occasioned to any third party acting, or refraining from acting on the basis of the content of this report, as this report was not prepared for, nor intended for, any other purpose.
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Appendix 1: Revised Auditor Standards and application guidance	17-19	Grant Thornton UK LLP is a limited liability partnership registered in England and Wales: No.OC307742. Registered office: 30 Finsbury Square, London, EC2A 1AG. A list of members is available from our registered office. Grant Thornton UK LLP is authorised and regulated by the Financial Conduct Authority. Grant Thornton UK LLP is a member firm of Grant Thornton International Ltd (GTIL). GTIL and the member firms are not a worldwide partnership. Services are delivered by the member firms. GTIL and its member firms are not agents of, and do not obligate, one another and are not liable for one another's acts or omissions.

Key matters

Factors

Pension Fund development and the Impact of the Covid-19 Pandemic

The Pension Fund has engaged a new actuarial expert Barnett Waddingham during the 2020/21 year. Therefore the IAS26 disclosures will be produced by this new actuary. A new actuary could adopt different estimation methods and/or assumptions, and this could potentially significantly impact the content and values disclosed in the IAS26 disclosures. We have identified a risk in regards of the IAS26 Pension Fund Disclosures, and our work to address this risk is set out on page 7.

We note that there is a significant project ongoing in the Pension Fund to transfer Pension Administration and staffing from Orbis in-house to the Fund. The live date for the new Pension Administration system is 6 April 2021, and existing systems are running in parallel while testing and preparations before this date take place. This is therefore not considered to be a significant risk for the Pension Fund financial statements at 31 March 2021.

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 In our 2019/20 audit we held extensive discussion and challenge of investment managers to establish if there was any significant uncertainty over the valuations at year end and whether any funds had been suspended for trading due to the overall market uncertainties. This led to the disclosure by the investment manager that some funds underlying the pooled investment had been suspended at 31 March 2020, and that there was a material valuation uncertainty over the full pooled investment at that date. This was not known to the Pension Fund finance team at the time, but was then correctly disclosed in the financial statements. We made a recommendation that management challenge further the valuations and assurances given by investment managers in the 2020/21 year, and we will follow up this recommendation during our planning processes.

Other matters

In the period December 2018 to January 2020 the Financial Reporting Council issued a number of updated International Auditing Standards (ISAs (UK)) which are effective for audits of financial statements for periods beginning on or after 15 December 2019. ISA (UK) 540 (revised): Auditing Accounting Estimates and Related Disclosures includes significant enhancements in respect of the audit risk assessment process for accounting estimates. As part of this process auditors also need to obtain an understanding of the effectiveness of the role of those charged with governance relating to accounting estimates adopted by management, which is particularly important where the estimates have high estimation uncertainty, or require significant judgement.

Our response

- As a firm, we are absolutely committed to audit quality and financial reporting in the local government sector. Fee discussions are currently in progress between audit firms and PSAA. Our audit plan sets out the starting point based on the 2019/20 proposed audit fee recognising there are further additional cost pressures in 2020/21.
- We will continue to provide you with sector updates via our Audit Committee updates.
- There is a rebuttable presumed risk that revenue may be misstated due to the improper recognition of revenue. We have rebutted this risk for all types of revenue. We have also considered the risk of material misstatement due to fraud related to expenditure, and concluded that this is not a significant risk for the Pension Fund.
- There is a non-rebuttable presumed risk that the risk of management over-ride of controls is present in all entities. We have therefore identified a significant risk in regards to management override of control – refer to page 6.
- A material uncertainty was declared in 2019/20 by an investment manager for pooled property investments underlying the net pension liability. The Covid-19 pandemic is likely to continue to impact the valuation of investments and as such we will make additional inquiries to investment managers as to whether there are any material uncertainties in their valuations. We have identified a significant risk in regards to the valuation of Level 3 investments specifically as the valuation of these investments is very sensitive to key assumptions – refer to page 6.
- During this financial year, the Pension Fund has reviewed the equity portfolio and has engaged a number of new investment managers. This increases the risk of misstatement of the valuation of Level 3 investments, as the new managers apply potentially different methods and assumptions.

Introduction and headlines

Purpose

This document provides an overview of the planned scope and timing of the statutory audit of East Sussex Pension Fund ('the Pension Fund') for those charged with governance.

Respective responsibilities

The National Audit Office ('the NAO') has issued a document entitled Code of Audit Practice ('the Code'). This summarises where the responsibilities of auditors begin and end and what is expected from the audited body. Our respective responsibilities are also set out in the Terms of Appointment and Statement of Responsibilities issued by Public Sector Audit Appointments (PSAA), the body responsible for appointing us as your auditor. We draw your attention to both of these documents.

Scope of our audit

The scope of our audit is set in accordance with the Code and International Standards on Auditing (ISAs) (UK). We are responsible for forming and expressing an opinion on the Pension Fund's financial statements that have been prepared by management with the oversight of those charged with governance (the Audit committee).

The audit of the financial statements does not relieve management or the Audit Committee of your responsibilities. It is the responsibility of the Pension Fund to ensure that proper arrangements are in place for the conduct of its business, and that public money is safeguarded and properly accounted for. We have considered how the Pension Fund is fulfilling these responsibilities.

Our audit approach is based on a thorough understanding of the Pension Fund's business and is risk based.

Significant risks

Those risks requiring special audit consideration and procedures to address the likelihood of a material financial statement error have been identified as:

- Management override of controls
- Valuation of Level 3 Investments

We will communicate significant findings on these areas as well as any other significant matters arising from the audit to you in our Audit Findings (ISA 260) Report.

Materiality

We have determined planning materiality to be ££34.7m (PY £36m) for the Pension Fund statements (equating to 1% of the net assets of the prior year end). We are obliged to report uncorrected omissions or misstatements other than those which are 'clearly trivial' to those charged with governance. Clearly trivial has been set at £1.7m (PY £1.8m) for the Pension Fund.

Audit logistics

Our interim visit will take place in March 2021 and our final visit will take place between July and September 2021. Our key deliverables are this Audit Plan and our Audit Findings Report. Our audit logistics and planned timings are on page 13.

Our fee for the audit is still being assessed. Since appointment as your auditor, there have been a number of developments, particularly in relation to the updated ISAs which are relevant for the 2020/21 and subsequent audits. These together with the findings of the recent Redmond Review mean that we expect the fee to be in excess of the 2019/20 audit fee. Discussions with PSAA are currently ongoing. The 2019/20 fee was £31,610 (pending approval of a fee variance by PSAA).

We have complied with the Financial Reporting Council's Ethical Standard (revised 2019) and we as a firm, and each covered person, confirm that we are independent and are able to express an objective opinion on the financial statements..

Significant risks identified

Significant risks are defined by ISAs (UK) as risks that, in the judgement of the auditor, require special audit consideration. In identifying risks, audit teams consider the nature of the risk, the potential magnitude of misstatement, and its likelihood. Significant risks are those risks that have a higher risk of material misstatement.

Risk	Risk relates to	Reason for risk identification	Key aspects of our proposed response to the risk
ISA240 fraudulent revenue recognition	The Pension Fund	<p>Under ISA (UK) 240 there is a rebuttable presumed risk that revenue may be misstated due to the improper recognition of revenue. This presumption can be rebutted if the auditor concludes that there is no risk of material misstatement due to fraud relating to revenue recognition.</p> <p>Having considered the risk factors set out in ISA240 and the nature of the revenue streams at the Fund, we have determined that the risk of fraud arising from revenue recognition can be rebutted, because:</p> <ul style="list-style-type: none"> there is little incentive to manipulate revenue recognition opportunities to manipulate revenue recognition are very limited the culture and ethical frameworks of local authorities, including East Sussex County Council and East Sussex Pension Fund, mean that all forms of fraud are seen as unacceptable <p>Therefore we do not consider this to be a significant risk for East Sussex Pension Fund.</p>	Significant risk rebutted.
Fraudulent expenditure recognition	The Pension Fund	<p>We have also considered the risk of material misstatement due to the fraudulent recognition of expenditure. We have considered each material expenditure area, and the control environment for accounting recognition.</p> <p>We were satisfied that this did not present a significant risk of material misstatement in the 2020/21 accounts as:</p> <ul style="list-style-type: none"> - The control environment around expenditure recognition (understood through our documented risk assessment understanding of your business processes) is considered to be strong; - We have not found significant issues, errors or fraud in expenditure recognition in the prior 2 years audits; - Our view is that, similarly to revenues, there is little incentive to manipulate expenditure recognition. <p>Therefore we do not consider this to be a significant risk for East Sussex Pension Fund.</p>	Significant risk rebutted.

Significant risks identified

Risk	Risk relates to	Reason for risk identification	Key aspects of our proposed response to the risk
Management over-ride of controls	The Pension Fund	<p>Under ISA (UK) 240 there is a non-rebuttable presumed risk that the risk of management over-ride of controls is present in all entities. The Fund faces external scrutiny of its spending and stewardship of funds and this could potentially place management under undue pressure in terms of how they report performance.</p> <p>We therefore identified management override of control, in particular journals, management estimates and transactions outside the course of business as a significant risk.</p>	<p>We will:</p> <ul style="list-style-type: none"> Evaluate the design effectiveness of management controls over journals; Analyse the journals listing and determine the criteria for selecting unusual journals; Test unusual journals recorded during the year and after the draft accounts stage for appropriateness and corroboration; Gain an understanding of the accounting estimates and critical judgements applied by management and consider their reasonableness with regard to corroborative evidence; and Evaluate the rationale for any changes in accounting policies, estimates or significant unusual transactions.
Valuation of Level 3 investments	The Pension Fund	<p>You revalue your investments on an annual basis with the aim of ensuring that the carrying value of these investments is not materially different from their fair value at the balance sheet date.</p> <p>By their nature level 3 investment valuations lack observable inputs. These valuations therefore represent a significant estimate by management in the financial statements due to the size of the numbers involved (£618 million) and the sensitivity of this estimate to changes in key assumptions.</p> <p>Under ISA 315 significant risks often relate to significant non-routine transactions and judgemental matters. Level 3 investments by their very nature require a significant degree of judgement to reach an appropriate valuation at year end.</p> <p>Management utilise the services of investment managers as valuation experts to estimate the fair value as at 31 March 2021. During this financial year, the Pension Fund have reviewed the equity portfolio and have engaged a number of new investment managers. This increases the risk of misstatement, as the new managers apply potentially different methods and assumptions.</p> <p>We therefore identified valuation of Level 3 investments as a significant risk.</p>	<p>We will:</p> <ul style="list-style-type: none"> Evaluate management's processes for valuing Level 3 investments; Review the nature and basis of estimated values and consider what assurance management has over the year end valuations provided for these types of investments; against the requirements of the Code; Independently request year-end confirmations from investment managers and custodian; For a sample of investments, test the valuation by obtaining and reviewing the audited accounts at the latest date for individual investments and agreeing these to the fund manager reports at that date. Reconcile those values to the values at 31 March 2021 with reference to known movements in the intervening period; In the absence of available audited accounts, we will evaluate the competence, capabilities and objectivity of the valuation expert; Test revaluations made during the year to see if they had been input correctly into the Pension Fund's asset register; and Where available review investment manager service auditor report on design effectiveness of internal controls.

We will communicate significant findings on these areas as well as any other significant matters arising from the audit to you in our Audit Findings Report.

Other audit risks

Risk	Risk relates to	Reason for risk identification	Key aspects of our proposed response to the risk
IAS26 Pension Fund Disclosures	The Pension Fund	As mentioned above the Pension Fund has engaged a new actuary Barnett Waddingham in the 2020/21 year. Therefore the IAS26 disclosures will be produced by this new actuary – there could be different/changed methods/assumptions and judgements made in calculating these disclosures, and as such there is a greater risk of error.	<p>We will;</p> <p>Update our understanding of the processes and controls put in place by management to ensure that the IAS26 disclosures are accurate;</p> <p>Evaluate the instructions issued by management to their management expert (an actuary) for producing the disclosures of the net liability estimate and the scope of the actuary's work;</p> <p>Assess the competence, capabilities and objectivity of the actuary who carried out the Authority's pension fund valuation and produce the IAS26 disclosures; and</p> <p>Undertake procedures to confirm the reasonableness of the actuarial assumptions made by reviewing the report of the consulting actuary (as auditor's expert) and performing any additional procedures suggested within the report.</p>

We will communicate significant findings on these areas as well as any other significant matters arising from the audit to you in our Audit Findings Report.

Accounting estimates and related disclosures

The Financial Reporting Council issued an updated ISA (UK) 540 (revised): *Auditing Accounting Estimates and Related Disclosures* which includes significant enhancements in respect of the audit risk assessment process for accounting estimates.

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We identified 1 recommendation in our 2019/20 audit in relation to the Pension Fund's estimation process and disclosures around the valuation of level 3 investments. We will follow up progress on this recommendation with management as we complete our audit planning processes.

Introduction

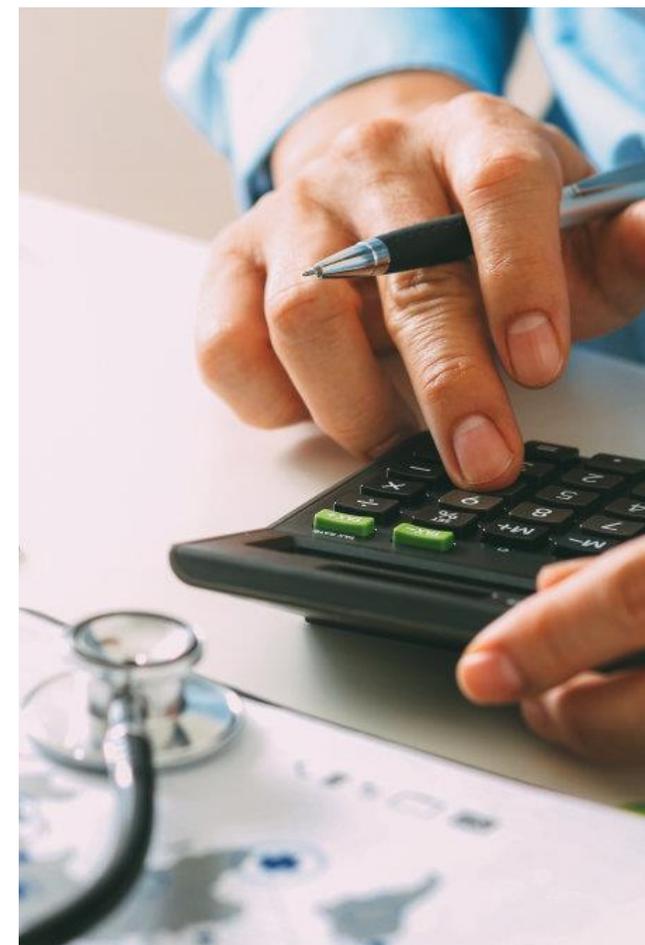
Under ISA (UK) 540 (Revised December 2018) auditors are required to understand and assess an entity's internal controls over accounting estimates, including:

- The nature and extent of oversight and governance over management's financial reporting process relevant to accounting estimates;
- How management identifies the need for and applies specialised skills or knowledge related to accounting estimates;
- How the entity's risk management process identifies and addresses risks relating to accounting estimates;
- The entity's information system as it relates to accounting estimates;
- The entity's control activities in relation to accounting estimates; and
- How management reviews the outcomes of previous accounting estimates.

As part of this process auditors also need to obtain an understanding of the role of those charged with governance, which is particularly important where the estimates have high estimation uncertainty, or require significant judgement.

Specifically do Audit Committee members:

- Understand the characteristics of the methods and models used to make the accounting estimates and the risks related to them;
- Oversee management's process for making accounting estimates, including the use of models, and the monitoring activities undertaken by management; and
- Evaluate how management made the accounting estimates?



Accounting estimates and related disclosures

Additional information that will be required

To ensure our compliance with this revised auditing standard, we will be requesting further information from management and those charged with governance during our audit for the year ended 31 March 2021.

Based on our knowledge of the Pension Fund we have identified the following material accounting estimates for which this is likely to apply:

- Valuation of level 2 and level 3 investments

The Pension Fund's Information systems

In respect of the Pension Fund's information systems we are required to consider how management identifies the methods, assumptions and source data used for each material accounting estimate and the need for any changes to these. This includes how management selects, or designs, the methods, assumptions and data to be used and applies the methods used in the valuations.

When the models used include increased complexity or subjectivity, as is the case for many valuation models, auditors need to understand and assess the controls in place over the models and the data included therein. Where adequate controls are not in place we may need to report this as a significant control deficiency and this could affect the amount of detailed substantive testing required during the audit.

If management has changed the method for making an accounting estimate we will need to fully understand management's rationale for this change. Any unexpected changes are likely to raise the audit risk profile of this accounting estimate and may result in the need for additional audit procedures.

We are aware that the Pension Fund uses management experts in deriving some of its more complex estimates, e.g. asset and investment. However, it is important to note that the use of management experts does not diminish the responsibilities of management and those charged with governance to ensure that:

- All accounting estimates and related disclosures included in the financial statements have been prepared in accordance with the requirements of the financial reporting framework, and are materially accurate;
- There are adequate controls in place at the Pension Fund (and where applicable its service provider or management expert) over the models, assumptions and source data used in the preparation of accounting estimates.



Estimation uncertainty

Under ISA (UK) 540 we are required to consider the following:

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- How management understands the degree of estimation uncertainty related to each accounting estimate; and
 - How management address this estimation uncertainty when selecting their point estimate.

For example, how management identified and considered alternative, methods, assumptions or source data that would be equally valid under the financial reporting framework, and why these alternatives were rejected in favour of the point estimate used.

The revised standard includes increased emphasis on the importance of the financial statement disclosures. Under ISA (UK) 540 (Revised December 2018), auditors are required to assess whether both the accounting estimates themselves and the related disclosures are reasonable.

Where there is a material uncertainty, that is where there is a significant risk of a material change to the estimated carrying value of an asset or liability within the next year, there needs to be additional disclosures. Note that not all material estimates will have a material uncertainty and it is also possible that an estimate that is not material could have a risk of material uncertainty.

Where there is material estimation uncertainty, we would expect the financial statement disclosures to detail:

- **What the assumptions and uncertainties are;**
- **How sensitive the assets and liabilities are to those assumptions, and why;**
- **The expected resolution of the uncertainty and the range of reasonably possible outcomes for the next financial year; and**
- **An explanation of any changes made to past assumptions if the uncertainty is unresolved.**

Planning enquiries

As part of our planning risk assessment procedures we are addressing additional written enquiries to management and to those charged with governance in order to obtain the expanded understanding of the entity's internal controls required under ISA (UK) 540. We would appreciate a prompt response to these enquires in due course.

Further information

Further details on the requirements of ISA (UK) 540 (Revised December 2018) can be found in the auditing standard on the Financial Reporting Council's website:

[https://www.frc.org.uk/getattachment/0fa69c03-49ec-49ae-a8c9-cc7a2b65382a/ISA-\(UK\)-540-Revised-December-2018-final.pdf](https://www.frc.org.uk/getattachment/0fa69c03-49ec-49ae-a8c9-cc7a2b65382a/ISA-(UK)-540-Revised-December-2018-final.pdf)

Other matters

Other work

The Pension Fund is administered by East Sussex County Council (the 'Council'), and the Pension Fund's accounts form part of the Council's financial statements. Therefore, as well as our general responsibilities under the Code of Practice a number of other audit responsibilities also follow in respect of the Pension Fund, such as:

- We read any other information published alongside the Council's financial statements to check that it is consistent with the Pension Fund financial statements on which we give an opinion and is consistent with our knowledge of the Authority.
- We consider our other duties under legislation and the Code, as and when required, including:
 - Giving electors the opportunity to raise questions about your 2018/19 financial statements, consider and decide upon any objections received in relation to the 2018/19 financial statements;
 - Issue of a report in the public interest or written recommendations to the Fund under section 24 of the Act, copied to the Secretary of State.
 - Application to the court for a declaration that an item of account is contrary to law under Section 28 or for a judicial review under Section 31 of the Act; or
 - Issuing an advisory notice under Section 29 of the Act.
- We carry out work to satisfy ourselves on the consistency of the pension fund financial statements included in the pension fund annual report with the audited Fund accounts.

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Other material balances and transactions

Under International Standards on Auditing, "irrespective of the assessed risks of material misstatement, the auditor shall design and perform substantive procedures for each material class of transactions, account balance and disclosure". All other material balances and transaction streams will therefore be audited. However, the procedures will not be as extensive as the procedures adopted for the risks identified in this report.

Going concern

As auditors, we are required to obtain sufficient appropriate audit evidence regarding, and conclude on:

- whether a material uncertainty related to going concern exists; and
- the appropriateness of management's use of the going concern basis of accounting in the preparation of the financial statements.

The Public Audit Forum has been designated by the Financial Reporting Council as a "SORP-making body" for the purposes of maintaining and updating Practice Note 10: Audit of financial statements and regularity of public sector bodies in the United Kingdom (PN 10). It is intended that auditors of public sector bodies read PN 10 in conjunction with (ISAs) (UK).

PN 10 has recently been updated to take account of revisions to ISAs (UK), including ISA (UK) 570 on going concern. The revisions to PN 10 in respect of going concern are important and mark a significant departure from how this concept has been audited in the public sector in the past. In particular, PN 10 allows auditors to apply a 'continued provision of service approach' to auditing going concern, where appropriate. Applying such an approach should enable us to increase our focus on wider financial resilience and ensure that our work on going concern is proportionate for public sector bodies.

Materiality – Pension Fund

The concept of materiality

Materiality is fundamental to the preparation of the financial statements and the audit process and applies not only to the monetary misstatements but also to disclosure requirements and adherence to acceptable accounting practice and applicable law. Misstatements, including omissions, are considered to be material if they, individually or in the aggregate, could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Materiality for planning purposes

We have determined financial statement materiality based on a proportion of the net assets of the fund at the year end. In the prior year we used the same benchmark. Materiality at the planning stage of our audit is £34.7m (PY £36m) for the Pension Fund, which equates to 1% of your prior year net assets.

We reconsider planning materiality if, during the course of our audit engagement, we become aware of facts and circumstances that would have caused us to make a different determination of planning materiality.

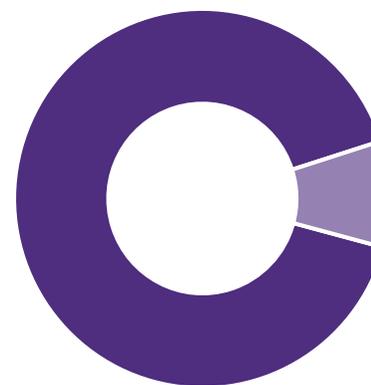
Matters we will report to the Audit Committee

Whilst our audit procedures are designed to identify misstatements which are material to our opinion on the financial statements as a whole, we nevertheless report to the Audit Committee any unadjusted misstatements of lesser amounts to the extent that these are identified by our audit work. Under ISA 260 (UK) 'Communication with those charged with governance', we are obliged to report uncorrected omissions or misstatements other than those which are 'clearly trivial' to those charged with governance. ISA 260 (UK) defines 'clearly trivial' as matters that are clearly inconsequential, whether taken individually or in aggregate and whether judged by any quantitative or qualitative criteria. In the context of the Pension Fund, we propose that an individual difference could normally be considered to be clearly trivial if it is less than £1.7m (PY £1.8m).

If management have corrected material misstatements identified during the course of the audit, we will consider whether those corrections should be communicated to the Audit Committee to assist it in fulfilling its governance responsibilities.

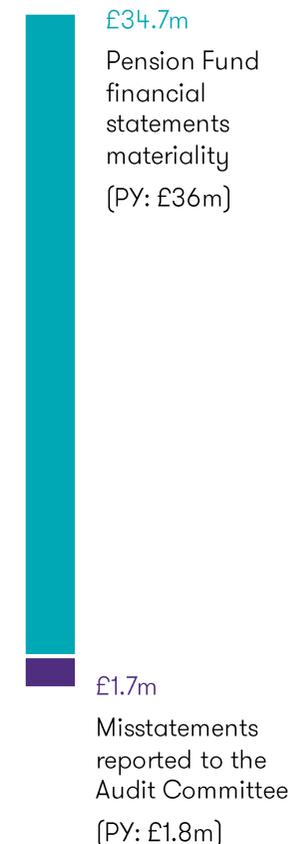
Prior year net assets of the scheme

£3,479.1m Pension Fund
(PY: £3,632.9m)



■ Prior year net assets of the scheme

Materiality



Audit logistics and team



Darren Wells, Key Audit Partner

Darren will be the main point of contact for the Chair and the Chief Executive and Board Members. Darren will share his knowledge and experience across the sector providing challenge, sharing good practice, providing pragmatic solutions and acting as a sounding board with the Corporate Management Team and Audit Committee. Darren will ensure our audit is tailored specifically to you and is delivered efficiently. Darren will review all reports and the team's work focussing his time on the key risk areas to your audit.

Andy Conlan, Audit Senior Manager

Andy will work with the senior members of the finance team ensuring early delivery of testing and agreement of accounting issues on a timely basis. Andy will attend Audit Committee, undertake reviews of the team's work and draft reports, ensuring they remain clear, concise and understandable to all. Andy will work with Internal Audit to secure efficiencies and avoid duplication.

Ezgi Aslan, Audit In-charge

Ezgi will lead the onsite team and will be the day to day contact for the audit. Ezgi will monitor the deliverables, manage the query log with your finance team and highlight any significant issues and adjustments to senior management. Ezgi will undertake the more technical aspects of the audit, coach the junior members of the team and review the teams work.

Audited body responsibilities

Where audited bodies do not deliver to the timetable agreed, we need to ensure that this does not impact on audit quality or absorb a disproportionate amount of time, thereby disadvantaging other audits. Where the elapsed time to complete an audit exceeds that agreed due to a client not meeting its obligations we will not be able to maintain a team on site. Similarly, where additional resources are needed to complete the audit due to a client not meeting their obligations we are not able to guarantee the delivery of the audit to the agreed timescales. In addition, delayed audits will incur additional audit fees.

Our requirements

To minimise the risk of a delayed audit, you need to ensure that you:

- produce draft financial statements of good quality by the agreed timetable you have agreed with us, including all notes, the Narrative Report and the Annual Governance Statement
- ensure that good quality working papers are available at the start of the audit, in accordance with the working paper requirements schedule that we have shared with you
- ensure that the agreed data reports are available to us at the start of the audit and are reconciled to the values in the accounts, in order to facilitate our selection of samples for testing
- ensure that all appropriate staff are available on site throughout (or as otherwise agreed) the planned period of the audit
- respond promptly and adequately to audit queries.

Audit fees

In 2018, PSAA awarded a contract of audit for East Sussex Pension Fund to begin with effect from 2018/19. Since that time, there have been a number of developments, particularly in relation to the revised ISA's which are relevant for the 2020/21 audit.

As communicated on pages 8-10, the new ISA540 also requires significant enhancements in respect of the audit risk assessment process for accounting estimates.

Additionally, across all sectors and firms, the FRC has set out its expectation of improved financial reporting from organisations and the need for auditors to demonstrate increased scepticism and challenge and to undertake additional and more robust testing, as noted in the number of revised ISA's issued by the FRC that are applicable to audits of financial statements commencing on or after 15 December 2019, as detailed in Appendix 1.

As a firm, we are absolutely committed to meeting the expectations of the FRC with regard to audit quality and public sector financial reporting. Our proposed work and fee for 2020/21, as a result of the additional work above, and the impact of the Redmond Review, is still being fully assessed. We will communicate the fee with your Chief Finance Officer and subsequently with the Audit Committee when this fee has been assessed:

	Actual Fee 2018/19	Actual Fee 2019/20	Proposed fee 2020/21
Pension Fund Audit	£23,487	£31,610	£TBC
Total audit fees (excluding VAT)	£23,487	£31,610	£TBC

Assumptions

In setting the above fees, we have assumed that the Pension Fund will:

- prepare a good quality set of accounts, supported by comprehensive and well presented working papers which are ready at the start of the audit
- provide appropriate analysis, support and evidence to support all critical judgements and significant judgements made during the course of preparing the financial statements
- provide early notice of proposed complex or unusual transactions which could have a material impact on the financial statements.

Relevant professional standards

In preparing our fee estimate, we have had regard to all relevant professional standards, including paragraphs 4.1 and 4.2 of the FRC's [Ethical Standard \(revised 2019\)](#) which stipulate that the Engagement Lead (Key Audit Partner) must set a fee sufficient to enable the resourcing of the audit with partners and staff with appropriate time and skill to deliver an audit to the required professional and Ethical standards.

Audit fees –detailed analysis

Scale fee published by PSAA	£20,487
<i>Ongoing increases to scale fee first identified in 2019/20</i>	
Raising the bar/regulatory factors	£3,000
Enhanced audit procedures for Valuation of Level 3 Investments	£4,000
Fee variance - additional work which was necessary to be carried out during the audit due to the added complexities of the impact of Covid-19. Communicated in the Annual Audit Letter.	4,123
Audit fee 2019/20	£31,610
<i>New issues for 2020/21</i>	
Increased audit requirements of revised ISAs	£TBC
<i>Proposed increase to agreed 2019/20 fee</i>	£TBC
Total audit fees (excluding VAT)	£TBC

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Independence and non-audit services

Auditor independence

Ethical Standards and ISA (UK) 260 require us to give you timely disclosure of all significant facts and matters that may bear upon the integrity, objectivity and independence of the firm or covered persons, relating to our independence. We encourage you to contact us to discuss these or any other independence issues with us. We will also discuss with you if we make additional significant judgements surrounding independence matters.

We confirm that there are no significant facts or matters that impact on our independence as auditors that we are required or wish to draw to your attention. We have complied with the Financial Reporting Council's Ethical Standard (Revised 2019) and we as a firm, and each covered person, confirm that we are independent and are able to express an objective opinion on the financial statements. Further, we have complied with the requirements of the National Audit Office's Auditor Guidance Note 01 issued in May 2020 which sets out supplementary guidance on ethical requirements for auditors of local public bodies.

We confirm that we have implemented policies and procedures to meet the requirements of the Ethical Standard. For the purposes of our audit we have made enquiries of all Grant Thornton UK LLP teams providing services to the Council.

Other services

The following other services provided by Grant Thornton were identified.

The amounts detailed are fees agreed to-date for audit related and non-audit services to be undertaken by Grant Thornton UK LLP in the current financial year. These services are consistent with the Council's policy on the allotment of non-audit work to your auditors. Any changes and full details of all fees charged for audit related and non-audit related services by Grant Thornton UK LLP and by Grant Thornton International Limited network member Firms will be included in our Audit Findings report at the conclusion of the audit.

None of the services provided are subject to contingent fees.

Pension Fund

Service	Fees £	Threats	Safeguards
Audit related			
Provision of IAS 19 Assurances to Scheme Employer auditors	5,000	Self-Interest (because this is a recurring fee)	The level of this recurring fee taken on its own is not considered a significant threat to independence as the fee for this work is £5,000 in comparison to the total fee for the audit of £31,610 and in particular relative to Grant Thornton UK LLP's turnover overall. Further, it is a fixed fee and there is no contingent element to it. These factors all mitigate the perceived self-interest threat to an acceptable level.

Appendix 1: Revised Auditor Standards and application guidance

FRC revisions to Auditor Standards and associated application guidance

The following Auditing Standards and associated application guidance that were applicable to 19/20 audits, have been revised or updated by the FRC, with additional requirements for auditors for implementation in 2020/21 audits and beyond.

	Date of revision	Application to 2020/21 Audits
ISQC (UK) 1 – Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and other Assurance and Related Service Engagements	November 2019	
ISA (UK) 200 – Overall Objectives of the Independent Auditor and the Conduct of an Audit in Accordance with International Standards on Auditing (UK)	January 2020	
ISA (UK) 220 – Quality Control for an Audit of Financial Statements	November 2019	
ISA (UK) 230 – Audit Documentation	January 2020	
ISA (UK) 240 – The Auditor’s Responsibilities Relating to Fraud in an Audit of Financial Statements	January 2020	
ISA (UK) 250 Section A – Consideration of Laws and Regulations in an Audit of Financial Statements	November 2019	
ISA (UK) 250 Section B – The Auditor’s Statutory Right and Duty to Report to Regulators of Public Interest Entities and Regulators of Other Entities in the Financial Sector	November 2019	

Appendix 1: Revised Auditor Standards and application guidance continued

	Date of revision	Application to 2020/21 Audits
ISA (UK) 260 – Communication With Those Charged With Governance	January 2020	
ISA (UK) 315 – Identifying and Assessing the Risks of Material Misstatement Through Understanding of the Entity and Its Environment	July 2020	
ISA (UK) 500 – Audit Evidence	January 2020	
ISA (UK) 540 – Auditing Accounting Estimates and Related Disclosures	December 2018	
ISA (UK) 570 – Going Concern	September 2019	
ISA (UK) 580 – Written Representations	January 2020	
ISA (UK) 600 – Special considerations – Audits of Group Financial Statements (Including the Work of Component Auditors)	November 2019	
ISA (UK) 620 – Using the Work of an Auditor’s Expert	November 2019	
ISA (UK) 700 – Forming an Opinion and Reporting on Financial Statements	January 2020	

Appendix 1: Revised Auditor Standards and application guidance continued

	Date of revision	Application to 2020/21 Audits
ISA (UK) 701 – Communicating Key Audit Matters in the Independent Auditor’s Report	January 2020	
ISA (UK) 720 – The Auditor’s Responsibilities Relating to Other Information	November 2019	
Practice Note 10: Audit of Financial Statements of Public Sector Bodies in the United Kingdom	December 2020	

Report to: Pension Committee

Date: 22 June 2021

By: Chief Financial Officer

Title: Employer Engagement and Contributions Report

Purpose: This report updates the Committee on Employer Engagement activities including communications; and the collection of Employer contributions up to March 2021 which were due on 19 April 2021.

RECOMMENDATION

The Committee is recommended to note the report

1. Background

1.1 This report is brought to the Pension Committee to provide an update on employer engagement tasks that directly affect the East Sussex Pension Fund (the Fund).

1.2 Under the Local Government Pension Scheme (LGPS) Regulations, East Sussex County Council (ESCC) is required to maintain a pension fund for its employees and other 'scheduled bodies' as defined in the Regulations known as the East Sussex Pension Fund (ESPF or the Fund). The Regulations also empower the Fund to admit employees of other 'defined' (e.g. other public bodies) bodies into the Fund.

1.3 The Employers (scheduled and admitted bodies) are required to pay both employee and employer contributions to the Fund monthly. The contribution rates for members is set out in the LGPS Regulations. The Employer contribution rate is set at the triennial valuation and recorded in the rates and adjustment certificate issued by the Funds actuary.

1.4 The Employers are required by regulations to make the payment of contributions to the Fund by no later than 19 days of the following month in which the contributions were deducted from payroll (22 days by means of an electronic communication).

2. Supporting Information

Employer Engagement

2.1. Officers have been focusing on establishing relationships with a number of the different employers across numerous projects. The team continue to develop a complete list of employer contacts for all employers within the Fund. This list will then be used going forward and updated when employers join or leave or any changes in staff within the individual employers.

2.2. The Employer Engagement Team has been busy communicating with employers in reference to them providing the end of year salary data requirements. This data is required to allow for the preparation of Annual Benefit Statements (ABS). The team has actively helped resolve employer queries on completing the data requests and sent reminders and chasers to employers in line with the ABS project plan. There has been a good response from employers so far and help

and support is being provided to those employers that are needing more assistance in getting the relevant data returned.

2.3. The last quarter has seen a progression with the next stage of the i-Connect project. The roll out to first few employers was slightly delayed due to the migration from Surrey to East Sussex, however the largest employer in the Fund (ESCC) has been onboarded and will utilise the i-Connect system to provide monthly uploads of employer data. The Employer Engagement Team have been working alongside the Pensions Admin Team on the onboarding of the employers and will continue to work in collaboration for the duration of the project.

2.4. The next stage of the i-Connect project is to roll out the i-Connect system to the larger employers in the Fund, alongside other employers who are already using the i-Connect system in other authorities. The i-Connect project is a good opportunity to help cleanse employee data and in time will allow a more efficient method of data transfer between the employer and the Fund. The Engagement team are aware that some employers may find the transition to i-Connect problematic with limits on time and technology. They will offer the relevant time and support to allow for a smooth transition alongside appropriate training.

Communications

2.5. As requested in the February Pension Board meeting a new Communications Working Group has been established with the first meeting on 2 June 2021. This group will initially consider the current terms of reference and correspondence strategy and provide feedback on recent communications sent to members and employers of the Fund.

2.6. The Engagement Team have produced and released the spring newsletters (see Appendix 1,2 & 3) for employers, actives, and pensioners in the Fund. The newsletters provide an update on current news within the Fund and relay details on existing and forthcoming projects. The format, timetabling and content of newsletters will be reviewed as part of the communications working group.

2.7. Officers have also started assessing the content held on the Fund website. All content held on the website needs to meet the East Sussex accessibility criteria. Work is progressing to make sure any documents, forms or articles meet the required standards. The Team will continue to monitor the documentation and information on the website and will work alongside the Pensions Admin Team on reviewing the forms and documents used by employees.

2.8. There is still a vacancy in the Employer Engagement Team for a Pensions Employer Engagement officer. The advert for the role closed at the end of May with interviews in early June.

2.9. Future projects that the Engagement Team will be focusing on in the coming months include the McCloud data project in which we will be writing to employers to request data sets for eligible employees. They will also be involved in the next stage of the Annual Allowance project where further information from employers may be required.

2020/21 Contributions

3.1 In line with regulations, the Fund has set the 19 days following the month in which the contributions were deducted from payroll to determine if a payment has been received on time. The below table sets out the number of payments received after the 19 days have elapsed.

Table of Contributions received after the 19th day of the month following contributions deducted up to the 19 March 2021.

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
*Total payments due	120	120	120	120	120	122	123	125	126	126	128	128
Payments received late	8	3	3	2	4	3	3	3	8	3	3	7

**Total payments shown in February report have been amended to show the full year.*

3.2 In the accounting year 2020/21 there have been 50 late payments of contributions out of 1,478 expected payments. The main cause of late payments are due to a few smaller employers making payments by cheque. Due to Covid restrictions cheques are not always paid into the bank on a daily basis; this can lead to some delays in the cheque being received and credited. There have also been instances of cheques not arriving in the post causing a delay in cheques being cancelled and resent. The Engagement Team is liaising with these employers to establish a more robust method of sending cheques via recorded delivery and providing email copies of date stamped cheques. The Team is also suggesting the use of BACs payments wherever possible. As Covid restrictions are removed it should improve efficiency of collating and paying in of cheque payments. The introduction to i-Connect may also provide an opportunity for cheque paying employers to review their processes.

3.3 The Engagement Team also notes that in March and April the number of discrepancies on contributions can increase. This is normally due to the new contribution rates not being actioned correctly by the employers. The Team notifies all employers of the new contribution rates in sufficient time for employers to adjust contribution payments for April. Any discrepancies from the employers' contributions are checked straight away and employers are notified of any adjustments that are required. The notification of employer rates will be reviewed to establish if efficiencies can be made in this area.

3.4 As part of the contribution reconciliation it was found that some employers who were due to pay additional strain costs for 'ill health early retirements' were not paying the correct amounts. The relevant employers have been notified and over or under payment adjustments have been carried out.

Improvements to the contributions monitoring

3.5 The Fund has undertaken a thorough reconciliation of the current position of contributions owed and paid across by employers in the Fund. After significant work and reconciliation of the last financial year 2020/21, the Fund now has detailed information in relation to employer contributions and have a clear understanding of any late or missing payments. The Fund's Employer Engagement Team have been approaching each employer where it finds there to be missing or inaccurate contributions paid and asking for this to be rectified as soon as possible. Where the Engagement Team have found discrepancies in amounts due and amounts paid they have resolved these issues through meetings and providing the evidence of under or overpaid contributions.

3.6 The Fund will continue to engage with employers to understand the issues behind missed payments and providing support in order to reconcile. Since the Engagement Team has started engaging with employers on contribution issues the number of queries or repeat offenders has dropped. The Engagement Team is aware that it is essential the Fund reinforces the statutory obligation of employers to pay contributions on time or they suffer the risk of fines or penalties and any breaches are reported accordingly to the Regulator. If any employers continue to provide

incorrect payments or pay contributions late then employers will be warned and issued with relevant fines accordingly. The Fund is also assessing all 'new employer admissions' to the Fund and making sure any backdated contributions have been paid and reconciled, whilst also establishing the expectations of all employers in the Fund.

3.7 Improvements with reconciliations included the Fund setting up a more robust process for keeping track of employer contributions and identifying quickly where contributions are missing or inaccurate, this has been achieved by enhanced reports and a documented procedure. The Employer Engagement Team will be reconciling contribution payments as soon as they are received, and any missing data or amounts will be chased up immediately to avoid any backlogs occurring. The Team hopes to build up strong relationships with the employers so that any problems can be resolved quickly. Employer can also contact the Team for help.

3.8 The introduction of i-Connect will also help with the contribution reconciliation going forward by negating the need for manual contribution forms to be sent by employers each month. As more employers are inducted onto i-Connect, the efficiency of contribution reconciliation will also improve due to the contribution reporting features on i-Connect. A more formal process is being built for new employer admissions, so any new admissions to the Fund are setup quickly where possible and contributions paid in a timely manner once the employer has been formally admitted into the Fund.

4. Conclusion and reasons for recommendation

4.1 The Pension Committee is recommended to note the updates provided in the report.

IAN GUTSELL
Chief Finance Officer

Contact Officer:	Tim Hillman, Pensions Manager - Employer Engagement
Tel. No.	01273 337177
Email:	Tim.Hillman@eastsussex.gov.uk

An update for Employers of the Local Government Pension Scheme (LGPS)

We are pleased to publish the latest edition of our Employers' Newsletter; produced to keep you informed of your responsibilities as a Local Government Pension Scheme (LGPS) employer. Inside you'll also find the latest developments in the LGPS and any changes in the services we offer.

An Announcement

As you may be aware, **with effect from 1 April 2021 the provision of our pension administration is migrating back from Orbis to the sovereign authority East Sussex County Council.**

As a result, going forwards all communication received from us will feature 'East Sussex Pension Fund' and 'East Sussex County Council' branding. We will also be replacing the Orbis logo on all forms with the East Sussex logo's— this will not change the validity of any existing forms or in-progress enquiries.

Rest assured, there will be no changes to the quality or type of pensions service you receive from us. However please note that as part of the transition from Orbis to East Sussex the internal pensions admin system will need to be migrated, resulting in a blackout period between 26 March to 7 April 2021. There may be a slight delay on member related queries and calculations due to this downtime but we will work hard to reduce any backlogs so that we can remain dedicated to providing all our members and employers with the same reliable service as before.

The Member Self Service (MSS) will also undertake a blackout period in line with the dates above and a new MSS East Sussex site will be active from 7 April 2021. If members have used the old Orbis MSS site then previous log in details are still correct and can be used on the new site. We will update the new MSS website address for the new East Sussex Member Self Service on the go live date [here](#).

Part of the migration back to the sovereign authority will mean there is a new helpdesk phone number and e-mail address. Please can you use the following contact details when communicating with the pension Fund.

Please can we ask that you provide this new contact information to your employees when they make enquiries for their pension benefits. E-mail -Pensions@eastsussex.gov.uk Phone Number: **0300 200 1022**

McCloud Update

Later in the year we will be sending you the spreadsheet to complete with member data, as detailed in our [December newsletter](#).

Once you have received the spreadsheet and instructions, if you have any queries we will provide you with the relevant contact details to support you with this process.

More information on the McCloud case, including an FAQ and an example data collection template, can be found on the [lgpsregs.org website](http://lgpsregs.org), under the Administration Resources > McCloud. Please note this project will take time to complete.

i-Connect

You will be aware that we have previously advised that the cloud service for flow of employee information from your payroll system to the Funds pension administration system called 'i-Connect' is being rolled out across the East Sussex Pension Fund Employers. It is worth noting that the old 'Pensions Web' service will be switched off later this year so the i-connect service will be the main method of information sharing going forward.

We are currently onboarding some of the larger employers and will shortly be extending the roll out to all employers within the East Sussex Pension Fund.

For reference you may want to watch the demonstration that was provided on i-connect at the November 2020 Employers Forum (see link below).

[i-Connect Demonstration - Employer Forum November 2020 - YouTube](#)

Yearly Increase

From the 1 April 2021, the CARE portion of an Active member's pension (pension built up since 1 April 2014) is revalued with a cost of living adjustment. This year that increase will be 0.5%.

There will also be a Pensions Increase for member's who have left the LGPS. This is also an increase of 0.5% which will become effective from 12 April 2021.

New Contribution Rate

The contribution rate that a member pays depends upon their annual pensionable salary. Every year, the contribution bands are increased by Consumer Price Index. This year, the increase is 0.5%. The following table shows the contribution bands for the 2021/22 financial year.

Contribution table 2021/22			
If their actual pensionable pay is:		They pay a contribution rate of:	
		main scheme	50/50 section
Up to	£ 14,600.00	5.50%	2.75%
£ 14,601.00	£ 22,900.00	5.80%	2.90%
£ 22,901.00	£ 37,200.00	6.50%	3.25%
£ 37,201.00	£ 47,100.00	6.80%	3.40%
£ 47,101.00	£ 65,900.00	8.50%	4.25%
£ 65,901.00	£ 93,400.00	9.90%	4.95%
£ 93,401.00	£ 110,000.00	10.50%	5.25%
£ 110,001.00	£ 165,000.00	11.40%	5.70%
£ 165,001.00	or more	12.50%	6.25%

New Starters Process

Information the employer must provide:

As the employer, when a new member of staff is employed and you enrol them into the LGPS, you must provide them with the following information:

- Their individual contribution rate
- Date of joining the LGPS
- The right of appeal (IDRP)

As the employer must decide if the member is eligible for the LGPS (and assess their contribution rate) the employee may appeal these decisions with the employer. Therefore, the information that you provide to the new member of staff must include your right of appeal procedure (IDRP.)

Our New Starter Information Leaflet provides details of the LGPS and where the member may obtain further information. Feel free to send this to your new employees.

What information you need to provide to us:

Once the member starts, you should include their details in your next monthly data return. Depending on your organisation, this may be via a SAP return, i-Connect or by sending us the new starter datafile.

If you are still sending us forms, we will contact you and request that the information be submitted via the new starter datafile.

We have a legal requirement to send the member a notification of joining the LGPS within two months of their start date. Therefore, we need to have received your new starter information by the 15th of the following month (19th via i-Connect).

What information we send to the member:

Once we have received your new starter details, we will send the member their new starter information, which includes:

- How to opt out of the scheme
- How to move to the 50:50 scheme
- Increasing their pension benefits
- How to transfer in previous pension rights
- Expression of wish
- Details of how to access the 'My Pension' Portal

We aim to send this via an email to the member as it is more efficient and cost effective.

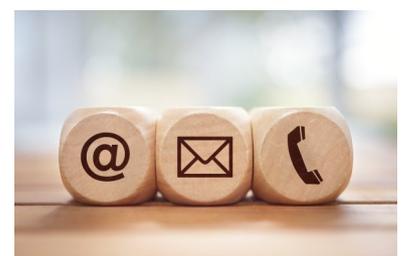
Make sure you complete the email address with your new starter details

This will enable us to communicate with the member via email.

Keep Us Updated!

We would like to remind all employers of how vital it is to update the Pension Fund if you change your payroll provider.

If you have decided to move to a different provider, or to bring the payroll back in house, please let us know as a matter of urgency to make sure the details we hold on our contacts list remains correct.



You can contact us at: employer.engagement@pensions.scot.nhs.uk

£95K Exit Cap Update

The Government's [£95k Exit Payment Cap legislation](#) came into force on 4 November 2020 and was later rescinded on the 12 February 2021.

All Redundancy and Interest of Efficiency retirements effective from 12 February 2021 onwards will be paid in accordance with the existing Regulations:

If you have a member of staff who left your employment due to Redundancy or Interest of Efficiency between 4 November 2020 and the 12 February 2021, and their exit payments were restricted due to the £95k exit cap limit, please contact us using the contact details below.



End of Year Data

The Annual Return spreadsheet has been sent to all employers, and 3rd party payroll providers, and requests member data up to the **31 March 2021**. Where applicable, please ensure your payroll provider has received the spreadsheet and understands their obligation to provide the members data on your behalf.

Please make sure the spreadsheet is submitted by **30 April 2021** to Pensions.Technical@eastsussex.gov.uk

LTA Update

The Chancellor announced a 5 year freeze on increases to Lifetime Allowance (LTA) in the budget.

The current limit is £1,073,100 and will remain at this level until April 2026.

The LTA is the total value of all pension benefits that a member can receive without triggering an excess benefits tax charge on retirement.

The current value of the member's LTA, for their LGPS benefits only, can be found on their Annual Benefit Statement.

For further information on Lifetime Allowance, please refer them to the LGPS member site at: <https://lgpsmember.org/ats/about-tax.php>

Annual Allowance

If, after we have completed our initial calculations on the End of Year Data, it shows that any of your employees has exceeded their Annual Allowance limit, we will contact employers to request pay data to 5 April. This will enable us to complete the calculation and provide the member with their tax statement.

More information on Annual Allowance (AA) can be found on the [LGPS factsheet AA.pdf \(lgpsmember.org\)](#). The member may also wish to contact the Pensions team for further information.

Members can view their pension online:
[Member Self-Service \(eastsussex.gov.uk\)](#)

Problem accessing the 'My Pension' portal?

 0300 200 1022

Or [Check our 'My Pension' portal guide](#), on

www.eastsussexpensionfund.org

Contact The Employer Engagement Team

 07935 014575

Employer.engagement@eastsussex.gov.uk

County Hall,
St Anne's Crescent,
Lewes, East Sussex
BN7 1UE

Spring 2021

An update for Pensioners of the Local Government Pension Scheme

We are pleased to publish the latest edition of our newsletter; produced to keep you updated on any changes to the Local Government Pension Scheme (LGPS) which may affect you. Inside you'll also find useful information about your pension and other areas of interest.

An Announcement

As you may be aware, with effect from 1 April 2021 the provision of our pension administration has migrated back from Orbis to the sovereign authority East Sussex County Council. We apologise for any inconvenience caused due to a short blackout period during the migration phase.

As a result, going forwards all communication received from us will feature 'East Sussex Pension Fund' and 'East Sussex County Council' branding. We will also be replacing the

Orbis logo on all forms with the East Sussex logo's— this will not change the validity of any existing forms or in-progress enquiries.

Rest assured, there will be no changes to the quality or type of pensions service you receive from us. Part of the migration back to the sovereign authority will mean there is a new helpdesk phone number and e-mail address:

✉: Pensions@eastsussex.gov.uk

☎: **0300 200 1022**

My Pension Portal

Last year we made the move towards going paperless—primarily contacting members by email, via the website and through the 'My Pension' portal where possible.

We apologise for the My Pension Portal being down for a few days during the migration period at the start of April.

Your payslips, P60 and pensions increase advice notification will continue to be sent through the post, but we would like to remind you that you can access these using the ['My Pension' portal](#).

The portal will allow you to keep track of your monthly pension being paid and any tax changes that may occur. The 'My Pension' portal also allows you to view and update your personal details such as contact details, UK bank details and home address. It will also allow you to

calculate death in retirement benefits for eligible dependents and update Nomination forms.

If you haven't done so, you can register now by following the three steps below:

- 1) Go to mypension.eastsussex.gov.uk
- 2) If you haven't got a username or password please click on **'Request One.'**
- 3) You will receive an email within 24 hours to complete your registration.

There is also a [FAQ](#) on the East Sussex Pension Fund Website: or contact the MSS Helpline on **0300 200 1034**

Having problems registering ?

Watch a helpful video: [How to register on Member Self Service - YouTube](#)

Keeping us Updated



It is vital that you tell us of any changes to your contact details. This helps us to keep our records up-to-date and allows us to keep you updated of any changes that may occur in the future.

Please note: In order to pay your monthly pension we must hold your current address in our records. It is your responsibility to keep us informed of any changes to your address.

You can inform us of any changes in writing using the contact details within your payslip or, alternately, by using our online [‘My Pension’ portal](#)—see item above.

In the event that we are informed that you are no longer living at the address shown on our records, **we reserve the right to suspend payment of your monthly pension until you have provided us with confirmation of your address.**

In a situation in which your pension has been suspended, please note that if you update your address on the [‘My Pension’ Portal](#) you will also need to contact the My Pensions Helpdesk (details on page 4) to confirm your new details.

Tell us how it’s going?

We would like to hear from you. In order to improve the services we offer as a pension Fund; as well as enabling us to better plan for the future.

We would like to know what current pension services work well and any that you think we can improve upon.

- Do you find the Website a useful resource?
- Have you used the Member Self Service Portal ?
- What information would be useful to see in a newsletter?

Please can you send any feedback you may have through to the following e-mail address:

Employer.engagement@eastsussex.gov.uk

We will collate any responses we receive and use this to help plan our future communication and services. .



If however you have any specific questions relating to your personal benefits please use the following contact details:

✉: Pensions@eastsussex.gov.uk

☎: **0300 200 1022**

The McCloud Judgement

When the LGPS changed from a final salary to a career average pension scheme in 2014, protections for older scheme members were introduced, this is known as the underpin.

Similar protections were provided in other public pension schemes.

The Court of Appeal ruled that younger members of the Judges' and Firefighters' Pension schemes have been discriminated against because the protections do not apply to them.

The government has decided that the general principles established will apply to all public sector pension schemes and, therefore, it has consulted on amending the LGPS.

Please note: This will not effect most pensioners but those it does will be written to in due course.

What does this mean?

The proposed changes would mean that a revised underpin will apply to all members, regardless of their age, who:

- Were active on 31 March 2012.
- Build up benefits in the 2014 Scheme
- Do not have a disqualifying break.

If the members benefits would be better, the underpin will be automatically applied.

What do I have to do?

When the new Regulations come into force, we will review all members receiving their pension, who started taking their pension from 1 April 2014 onwards.

If you meet the above criteria and your benefits would be better, the underpin will be automatically applied.

Remember: You do not need to apply for the underpin.

Explaining the Jargon

Consumer Price Index (CPI)

The Consumer Price Index (CPI) is the official measure of inflation of consumer prices in the UK. This is currently the measure used to increase (each April) the value of your pension in payment and any deferred pension that you may have in the scheme.

The adjustment ensures your pension keeps up with the cost of living.

GMP

The LGPS guarantees to pay you a pension that is at least as high as you would have earned had you not been contracted out of the State Earning Related Pension Scheme (SERPS) at any time between 6 April 1978 and 5 April 1997.

This is called the Guaranteed Minimum Pension (GMP.)

Scheme Year

The scheme year runs from 1 April to 31 March each year.

State Pension Age (SPA)

This is the earliest age you can receive the state basic pension and depends upon your date of birth.

You can use the Government's [State Pension Age calculator](#) to find out your state pension age.

For a full glossary of pension terms, please visit:

www.lgpsmember.org/glossary.php

Lifetime Allowance Freeze

The Chancellor announced a 5 year freeze on increases to Lifetime Allowance (LTA) in the budget. The current limit is £1,073,100.00 and will remain at this level until April 2026.

The LTA is the total value of all pension benefits that you can receive without triggering an excess benefits tax charge on retirement. It won't affect any pensions already in payment but may affect any other pensions that you bring into pay in the future.

For further details go to the LGPS member site at: <https://lgpsmember.org/ats/about-tax.php>

Useful Links

Scam Advice

Scams remain a huge problem within the pensions industry, with people often losing vast sums of money. Scammers are approaching members, promising attractive offers to get them to transfer their pension pot or to release funds from it. If you have any pensions which aren't yet in payment, then remember to take financial advice before releasing any funds.

For more information, please visit the Financial Conduct Authority or the Pensions Regulator websites.

fca.org.uk/scamsmart

thepensionsregulator.gov.uk

Impartial Pensions & Retirement Advice

moneyandpensionsservice.org.uk

thesilverline.org.uk

moneyadvice.service.org.uk



Tell Us Once Service

Tell Us Once is a service that lets you report a death to most government organisations all at once.

If an informant does not notify us of a death of a pensioner member directly, the Tell Us Once service will notify us and we will contact the informant for further information.

For more information, please watch this short video: www.youtube.com/watch?v=Xw0Ob59HFEY

Members can view their pension online:
[Member Self-Service \(eastsussex.gov.uk\)](https://eastsussex.gov.uk)

Problem accessing the 'My Pension' portal?

 0300 200 1034

Or [Guidance notes](#) available on the East Sussex

Pension Fund site at

www.eastsussexpensionfund.org

Contact: My Pensions Helpdesk

 0300 200 1022

 : pensions@eastsussex.gov.uk

County Hall,
St Anne's Crescent,
Lewes, East Sussex
BN7 1UE

Pension News

Spring 2021

An update for Members of the Local Government Pension Scheme (LGPS)

We are pleased to publish the latest edition of our newsletter; produced to keep you updated on any changes to the Local Government Pension Scheme (LGPS) which may affect you. Inside you'll also find useful information about your pension and other areas of interest.

An Announcement

As you may be aware, **with effect from 1 April 2021 the provision of our pension administration is migrating back from Orbis to the sovereign authority East Sussex County Council.**

As a result, going forwards all communication received from us will feature 'East Sussex Pension Fund' and 'East Sussex County Council' branding. We will also be replacing the Orbis logo on all forms with the East Sussex logo's— this will not change the validity of any existing forms or in-progress enquiries.

Rest assured, there will be no changes to the quality or type of pensions service you receive from us. However **please note that as part of the transition from Orbis to East Sussex the internal pensions admin system will need to be migrated, resulting in a blackout period between 26 March to 7 April 2021.** There may be a slight delay on queries and calculations due to this downtime but we will work hard to reduce any backlogs so that we can remain dedicated to providing all our members with the same reliable service as before.

Part of the migration back to the sovereign authority will mean there is a new helpdesk phone number and e-mail address. Please can you use the following contact details when communicating with the pension Fund.

E-mail - Pensions@eastsussex.gov.uk

Phone Number: **0300 200 1022**

'My Pension' Portal

The '[My Pension' Portal](#)' allows you to view and update your personal details, update nomination beneficiaries and view your membership details.

Most importantly, you are able to view your Annual Benefit Statements and use the benefit projector tool to calculate your retirement benefits and options. [East Sussex's Member Self Service Portal](#) is live from **7 April 2021**.

What do I need to do?

If you haven't done so, register by:

- 1) Going to **[Member Self-Service \(eastsussex.gov.uk\)](#)**
- 2) If you haven't got a username or password please click on '**[Request One.](#)**'

If you have used the old Orbis MSS site then previous log in details are still correct and can be used on the new site.

Got a question about the portal?

[Guidance Notes](#) available on the East Sussex Pension Fund site.

The McCloud Judgement

When the LGPS changed from a final salary to a career average pension scheme in 2014, protections for older scheme members were introduced, this is known as the underpin.

Similar protections were provided in other public pension schemes.

The Court of Appeal ruled that younger members of the Judges' and Firefighters' Pension schemes have been discriminated against because the protections do not apply to them.

The government has decided that the general principles established will apply to all public sector pension schemes and, therefore, it has consulted on amending the LGPS.

What does this mean?

The proposed changes would mean that a revised underpin will apply to all members, regardless of their age, who:

- Were active on 31 March 2012.
- Build up benefits in the 2014 Scheme
- Do not have a disqualifying break of more than 5 years.

If the members benefits would be better, the underpin will be automatically applied.

LTA Update

The Chancellor announced a 5 year freeze on increases to Lifetime Allowance (LTA) in the budget. The current limit is £1,073,100 and will remain at this level until April 2026.

The LTA is the total value of all pension benefits that you can receive without triggering an excess benefits tax charge on retirement.

The current value of your LTA, for your LGPS benefits only, can be found on your Annual Benefit Statement. For further information on LTA, please refer to the LGPS member site at: <https://lgpsmember.org/ats/about-tax.php>

What is the current underpin?

Currently within the LGPS, the underpin applies for member's who were both active members of the scheme on 31 March 2012 and on 1 April 2012 were 10 years or less from their normal pension age.

The test is done by comparing the benefits accrued under the current 2014 Regulations compared to what would have been paid if the member had remained in the final salary scheme and accrued pension at a rate of 1/60ths of their final pay to the underpin date. If the underpin is higher, the benefits are increased by the difference.

What do I have to do?

Nothing. When the new Regulations come into force, if a member meets the above criteria and their benefits would be better at the point of payment, the underpin would be automatically applied.

We will be working alongside employers to gather relevant data needed to action any changes. Please note this project may take a year or two to complete.

Remember : You do not need to apply for the underpin.



CARE Increase

On the 1 April each year, the CARE portion of your pension (pension built up since 1 April 2014) is revalued with a cost of living adjustment.

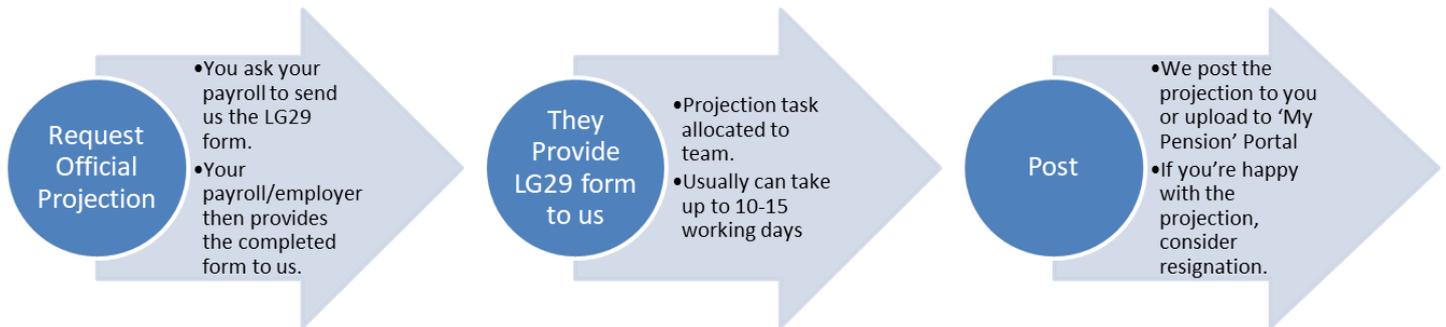
This year, CARE pension will increase by 0.5% on the 1 April 2021.

How to Retire & Start Claiming your Pension

It pays to be prepared as retirement nears. Around two years before you want to stop working is a good time to start thinking about your retirement options and the choices you'll need to make. Consider getting impartial financial advice before making your decision.

You can use the ['My Pension' portal's](#) benefit projectors to help you plan your retirement. More information on the portal can be found on page 1. When you are within 6 months of your intended retirement date, you can request an official quotation and forms from the pensions team.

Once you have decided you would like to retire:



1. Provide your Employer with your resignation, **making sure to specify that you are retiring.** Your Employer will then begin the process by notifying HR & Pension Services.
2. Complete the pension claim form that will be sent to you via post and provide the required documents (not originals).
3. A confirmation letter will be sent to you by post/secure email. This letter explains how much you will get paid and when you will receive your pension benefits - this includes annual pension and lump sum.
4. Your first pension payment will be paid after your retirement date in line with East Sussex Pension Fund payroll date. Any lump sum is payable separately and will be paid as soon as possible (but can take up to 4 weeks). *Please note that we will not be able to pay any monies until we have received the Pension Claim form for you and the Final Pay information from your employer which may take up to 2 months. Your pension will then be paid in the next available payroll including any arrears due.*

Retirement Planning



The Pensions and Lifetime Savings Association have launched the Retirement Living Standards to help you plan your retirement. The standards show you what life in retirement looks like at three different levels, as well as what a range of common goods and services would cost for each level.

Please visit the link below to view the guidance:

The £95K Cap

The Government's [£95k Exit Payment Cap legislation](#) came into force on 4 November 2020 and was later rescinded on the 12 February 2021.

All Redundancy and Interest of Efficiency retirements effective from 12 February 2021 onwards will be paid in accordance with the existing Regulations:

- For staff aged 54 or under, the pension benefits will be deferred, and the redundancy payment will be paid.
- For staff aged 55 or over, the full unreduced pension will be paid together with the redundancy payment.

For further details please refer to the [LGPS Member website](#)



New Contribution Rate

As a member of the LGPS, the contribution rate that you pay depends upon your annual pensionable salary. Every year, the contribution bands are increased by Consumer Price Index. This year, the increase is 0.5%. The following table shows the contribution bands for the 2021/22 financial year.

Contribution table 2021/22			
If your actual pensionable pay is:		You pay a contribution rate of:	
		main scheme	50/50 section
Up to	£ 14,600.00	5.50%	2.75%
£ 14,601.00	£ 22,900.00	5.80%	2.90%
£ 22,901.00	£ 37,200.00	6.50%	3.25%
£ 37,201.00	£ 47,100.00	6.80%	3.40%
£ 47,101.00	£ 65,900.00	8.50%	4.25%
£ 65,901.00	£ 93,400.00	9.90%	4.95%
£ 93,401.00	£ 110,000.00	10.50%	5.25%
£ 110,001.00	£ 165,000.00	11.40%	5.70%
£ 165,001.00	or more	12.50%	6.25%

Active Member Survey Report 2020

In 2020, Orbis Pensions service sent out a survey to our Active members in order to get feedback on the services we offer, as well as enabling us to better plan for the future.

Thank you to everyone who took the time to complete the survey.

The results of the survey are published on the East Sussex Pension Fund site [here](#).

Beware Scammers

Scams remain a huge problem within the pensions industry, with people often losing vast sums of money.

Scammers are approaching members, promising attractive offers to get them to transfer their pension pot or to release funds from it. If you are contacted about releasing your LGPS pension benefits, then remember to take financial advice before releasing any funds.

For further information:

Please visit the Financial Conduct Authority or the Pensions Regulator websites:

[fca.org.uk/scamsmart](https://www.fca.org.uk/scamsmart)

[thepensionsregulator.gov.uk](https://www.thepensionsregulator.gov.uk)

Want to Transfer-in your Pension?

Remember, **you only have 12 months** from your start date to transfer-in your pension across from a previous provider.

If you would like to transfer a pension into the LGPS from another provider, complete Form LG8

which can be found at [Pension Fund](#) Site:

www.eastsussexpensionfund.org > Forms and

Publications. This form should be sent to your

previous pension provider to complete and

forward to the pensions admin team:

pensions@eastsussex.gov.uk

If you have previous LGPS benefits, please complete Form LG7 and send this to the pensions admin team.



Members can view their pension online:
[Member Self-Service \(eastsussex.gov.uk\)](#)

Problem accessing the 'My Pension' portal?

 0300 200 1022

Or [Guidance notes](#) available on the East Sussex Pension Fund site at

www.eastsussexpensionfund.org

Contact The Pensions Admin Team

 0300 200 1022

pensions@eastsussex.gov.uk

www.eastsussexpensionfund.org

County Hall,
St Anne's Crescent,
Lewes, East Sussex
BN7 1UE

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Report to: Pension Committee

Date of meeting: 22 June 2021

By: Chief Financial Officer

Title: East Sussex Pension Fund (ESPF) quarterly budget report

Purpose: This report provides the 2020/21 Financial Outturn report

RECOMMENDATION

The Committee is recommended to:

- 1) note the 2020/21 financial outturn position for the East Sussex Pension Fund**
-

1. Background

1.1 Under the Local Government Pension Scheme (LGPS) Regulations, East Sussex County Council is required to maintain a pension fund, known as East Sussex Pension Fund (ESPF or the Fund), for its employees and other scheme employers.

1.2 The business plan and budget sets out the direction of travel, objectives and targets to be achieved in the management of the Fund, and for the Council to be able to perform its role as the administering authority in a structured way. The Pension Committee is charged with meeting the duties of the Council in respect of the Pension Fund.

1.3 As reported at the last meeting, the budget estimates do not incorporate any provision for investment fees earned by the alternative fund managers since these are deducted at source by asset managers.

2. Supporting information

2020/21 Investment and Administration Expenses Outturn Report

2.1 In March 2021, the Pension Committee agreed to the revised forecast position of £5.9m from the original £3.7m budget agreed in March 2020.

2.2 The increase in budget requirements for the year was significantly increased due to the insourcing of Pensions Administration which included one off costs for the dissolution from the Orbis partnership and a better understand of ongoing costs as the funding costs became more transparent from the project increasing projections by £1m. In addition, a number of Investments were moved from Fund Managers who deducted fees from the asset valuation into new Fund Managers who invoiced fees directly to the Fund increasing the reportable costs through budget monitoring by £1m.

2.3 The forecast outturn for 2020/21 is £5.896m, against the revised forecast position of £5.895m, an increase of £0.001m. The 2020/21 projected outturn against line items is shown at Table 3 below.

2.4 The overspend, relates to increased investment fees invoiced directly to the fund, offset by a reduction in the costs associated with Pensions Administration. Main movements to the forecast are set out in Table 1 below and movements detailed in Paragraphs 2.6 to 2.9.

Table 1

	2020/21 Forecast Outturn, March Committee	2020/21 Outturn	Variance from last reported position
Staffing - Para 2.6	435	486	51
Investment Management Fees - Para 2.7	2,167	2,365	198
Legal costs - Para 2.8	187	285	98
Pensions Administration - Para 2.9	2,069	1,806	(389)
Other line items – minor variations	1,037	1,054	43
Total	5,895	5,996	1

2.5 Since the last report the Fund has been able to work to provide total figures on the staffing costs incurred for the new structure. This has resulted in an increase of £51,000 from the last report, mainly due to agency staff costs.

2.6 The investment management fees has been increased due to the availability of asset values as at the 31 March 2021 upon which the calculations are based. The overspend on this item has increased by £198,000.

2.7 The external legal fee costs have been increased to cover the additional work that the Fund commissioned whilst the resources of the Fund were depleted during the summer, and to complete significant due diligence in relation to the new investments made through the year to ensure the fund is well protected. The overspend on this item has increased by £98,000.

2.8 Arrangements around the Pension Administration Team (PAT) being brought back under sovereign control have started to clarify costs, which were previously incurred by the Surrey Shared Service within Orbis. There has been some movement on elements of the final cost for the administration and this will be £1.680m, which is £0.389m less than reported at the last meeting. Table 2 provides a breakdown of the Pension admin costs.

Table 2 Pensions Administration Forecast 2020/21

Line item	2020/21 Forecast Outturn, March Committee £000	2020/21 Outturn £000	Movement from previous forecast	One off or ongoing details
Orbis Business Operations Support services	1,077	894	(183)	Last year of Orbis contract, 2021/22 budget replaces this with ongoing staffing and software licence costs
PAT staffing, post TUPE	360	231	(129)	Direct Staff costs December 2020 to March 2021 as a result of TUPE
One off Data migration costs	75	95	20	One off costs, ESCC share to replicate Altair system
Systems and licences	323	282	(41)	Altair BAU support, Employer website, i-Connect
IT equipment	77	78	1	One off IT associated costs for data migration including new servers and equipment for staff
Consultancy and project costs	150	90	(60)	Mostly one off projects, including GMP reconciliation, Mortality screening, licence for data access, address tracing
Other general expenditure	7	10	3	
Pensions Administration total forecast line	2,069	1,680	(389)	

Table 3 2020/21 Outturn Report

2019/20 Outturn	Item	2020/21 Budget	2020/21 Forecast Outturn March Committee	2020/21 Outturn	Variance to the last reported Forecast
£000		£000	£000	£000	£000
	<u>Pension Fund Oversight and Governance</u>				
345	Actuarial Fund Work	250	309	341	32
97	Actuarial Employer Work	150	90	87	(3)
(97)	Employer reimbursement	(150)	(76)	(64)	12
88	Good Governance Program	47	25	25	-
75	Data Improvement Program	100	40	40	-
8	Independent Pension Board Chair	5	12	11	(1)
307	Fund Officers*	385	435	486	51
	Recruitment Costs	-	50	53	3
30	External Audit – Grant Thornton	26	30	40	10
-	Democratic Services Support	-	22	28	6
17	Internal Audit*	19	37	37	-
119	Legal Fees	115	187	285	98
11	Subscriptions and other Expenses	70	96	81	(15)
1,000	Sub Total	1,017	1,257	1,450	193
	Investment activities				
114	Investment Consultant	120	182	200	18
-	PIRC ESG Report	11	11	12	1
-	EIRIS Carbon Report	24	25	25	-
11	Independent Advisor Basic	12	12	12	-
5	Independent Advisor Project work	8	16	9	(7)
54	Custodian	150	67	61	(6)
3,003	Investment Manager Fee Invoices	1,200	2,167	2,365	198
3,187	Sub Total	1,525	2,480	2,684	204
	ACCESS				
67	ACCESS Support Unit	98	88	82	(6)
(3)	Fund Officer Time Rebates	(20)	(2)	(2)	-
64	Sub Total	78	86	80	(6)
	Pension Board/Committee Training:				
-	Training Costs	30	3	2	(1)
-	Sub Total	30	3	2	(1)
1,106	Pension Administration:	1,080	2,069	1,680	(389)
5,357		3,730	5,895	5,896	1

3. Investment Management Fees – Cost Transparency

3.1 The information in table 4 below sets out the investment management fees based on the Scheme Advisory Board's cost transparency initiative (CTI) templates. These are completed annually by the investment management firms. These are not however all completed at the same date and include additional costs that we do not include above or are not relevant for accounting purposes, so these costs cannot be compared to the figures above or in the accounts. This has been provided to allow the board to get a better understanding of all the costs the Fund likely incurs during a year.

Table 4 CTI Templated cost figures for East Sussex Pension Fund (figures adjusted to represent a full 12 month period).

PORTFOLIO TRANSACTION COSTS	Total
Total transaction costs	5,968
ONGOING CHARGES	
Fund and investment management	15,546
Invoiced fees (incl. VAT)	1,450
Fees and charges paid through NAV	10,802
Investment advisers fees paid through NAV	0
Payments for research (RPA) through NAV	0
Less: management fee rebates	(426)
Indirect fees and charges	3,720
Administration	1,103
Investment administration	15
Custody / depositary fees	110
Payments for research (RPA)	21
Collateral management fees	0
Facility fees e.g. prime brokerage	1
Other administration charges	956
Governance, regulation and compliance	91
Audit costs	30
Legal and professional fees	31
Engagement and voting fees	0
Performance measurement	0
Risk monitoring	0
Tax advice and structuring costs	2
Other governance and compliance charges	28
Distribution, comms and client service	1
Distribution costs	1
Communication material	0
Other distribution charges	0
Total ongoing charges figure	16,741
INCIDENTAL COSTS	
Performance fees invoiced	0
Performance fees paid through NAV	0
Carried interest charged	2,305
Total incidental costs	2,305
Total lending and borrowing costs	650
Total property expenses	318

Total one-off costs	156
TOTAL COSTS	26,138

3.2 The Majority of the costs are directly linked to the cost of the investment management fees £15.546m 59.5% of total costs. The next largest single cost are transaction fees at £5.968m 22.8%.

4. Conclusion and reasons for recommendation

4.1 The Committee is recommended to note the Final 2020/21 outturn position; and the Investment management costs based on the CTI template.

IAN GUTSELL
Chief Finance Officer

Contact Officer: Russell Wood, Pensions Manager: Investments and Accounting
Tel. No. 01273 337177
Email: Russell.Wood@eastsussex.gov.uk

Report to: Pension Committee

Date of meeting: 22 June 2021

By: Chief Finance Officer

Title: Pension Fund Risk Register

Purpose: To consider the Pension Fund Risk Register

RECOMMENDATIONS: The Pension Committee is recommended to:

- 1) Review the Pension Fund Risk Register
 - 2) Identify any additional risks for the Risk Register
 - 3) Consider and agree the risk rating of new risks
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1. Background

1.1 Risk management is the practice of identifying, analysing and controlling in the most effective manner all threats to the achievement of the strategic objectives and operational activities of the East Sussex Pension Fund (ESPF or “the Fund”). It is not a process for avoiding or eliminating risks. A certain level of risk is inevitable in achieving the Fund objectives, but it must be controlled.

1.2 Effective risk management is an essential part of any governance framework as it identifies risks and the actions required to mitigate their potential impact. For a pension fund, those risks will come from a range of sources, including the funding position, Local Government Pension Scheme (LGPS) Pooling, General Data Protection Regulation (GDPR), investment performance, membership changes, benefits administration, costs, communications and financial systems. Good information is important to help ensure the complete and effective identification of significant risks and the ability to monitor those risks.

1.3 Since the last meeting of the Pension Board and Pension Committee, where the Risk Register had been redesigned to meet expectations of the Board and Committee, officers have continued to review the Risk Register and have identified a number of areas where additional risks should be captured within the register. This has led to a number of recommendations regarding risks to be added and some changes to existing risks. Going forward there will be a further review of cyber risks, particularly around cyber resilience.

2. Supporting Information

2.1 **The Risk Register** at Appendix 1 has been updated since the last meeting for the circumstances outlined below. Changes to the report are in green text to help with identification.

2.2 Risk E3 has been added. This relates to delays in signing Admission Agreements and the impact this would have on the Fund in the event of an insolvency where no security package had been agreed. The risk notes that new template documents are being produced to aid the process and also ensure the Fund is secured against employer insolvency.

2.3 Risks A1 and A2 have been amended to expand on the risks to the Fund. The risk scoring and mitigations remain the same.

2.4 Risk A5 has been added. This risk relates to the reputational risk to the Fund of members falling victim to scam activity as a result of the Fund failing to meet best practice when reviewing Cash Equivalent Transfer Requests. A review is being undertaken of The Pensions Regulator’s pledge on combatting scams, which includes a new training opportunity.

2.5 Risk A6 has been added. This risk relates to a major incident preventing access to County Hall. The experiences during the Covid-19 pandemic has demonstrated that the Fund can operate effectively with most staff working from home, however there is a residual need to attend the office to access post.

2.6 Risk G2 has been added. This risk relates to the need for members of the Pension Board to have the required level of knowledge and understanding to fulfil their role. This risk also refers to the importance of Committee members having sufficient knowledge and understanding. With changes to the membership of the Committee, this shows the importance of monitoring this risk to ensure training can be provided as needed.

2.7 Risks G3 and G4 have had further mitigation added to update the Board and Committee on steps to be taken to reduce the chance of these risks from crystallising and the impact of the risks should that occur.

2.8 Risk I7 has been added. This relates to the need to monitor cash flow and cash requirements to ensure that sufficient cash is available to pay benefits as they fall due without the need to withdraw money from investments at potentially inopportune moments.

2.9 Risks I8 and I9 have been added. These risks relate to the damage that would be caused to the Fund by fraudulent activity from internal and external sources. It is important to monitor the risks relating to fraud because the crystallisation of such risks would lead to the loss of assets, impacting the ability of the Fund to pay benefits, along with reputational risk.

3. Assessment of Risk

3.1 Risks are assessed in terms of the potential impact of the risk event should it occur, and in terms of the likelihood of it occurring. These are then combined to produce an overall risk score. In terms of investment, the Fund has a diversified portfolio of assets to mitigate against downturns in individual markets, but market events may lead to a fluctuation in the Fund value, which demonstrates that if the markets as a whole crash, then there is little that mitigating actions can do.

3.2 Further risks are likely to arise from future decisions taken by the Pension Committee, ACCESS Joint Committee, and from changes in legislation and regulations. Where such new risks arise, they will be added to the risk register, assessed, and mitigation actions identified.

4. Conclusion and reasons for recommendations

4.1 Monitoring of the Risk Register is an important role for the Pension Committee and Pension Board. The Committee are asked to consider the appropriateness of the new risks and consider whether further risks should be reviewed for inclusion.

IAN GUTSELL
Chief Finance Officer

Contact Officer: Sian Kunert, Head of Pensions
Tel. No. 07701394423
Email: Sian.Kunert@EastSussex.gov.uk

Pension Fund Risk Register May-June 2021/22

Reference	Risk	Potential Triggers of risk	Consequences of risk	Pre Mitigation			Risk Control / Response	Post Mitigation			Risk Owner	Timescales
				Likelihood	Impact	Risk score		Impact	Likelihood	Risk Score		
Employer Risk												
E1	Contributions Funding Risk Failure to collect contributions from employers in line with Funding strategy requirements and Rates and Adjustment Certificate	<p>Failure to collect contributions on time</p> <p>Failure to collect contributions in line with Rates and Adjustments certificate</p> <p>Failure to monitor and reconcile contributions</p> <p>Liquidity failures with employers due to business risk or Covid 19 implications</p> <p>Incorrect coding of contributions</p> <p>Employer unable to pay increased contributions on a trigger event</p> <p>New outsourced arrangements made without thought to Pensions implications and contribution costs</p> <p>Poor employer covenant</p>	<p>Inaccurate financial statements</p> <p>Cashflow risk to pay out pensions</p> <p>Funding deficits</p> <p>Failure to track employer cashflows leading to inaccurate FRS17/IAS19 report and Valuation reports</p> <p>Future reduction in funding level</p> <p>Future Increase in employer contributions</p> <p>Employer forced into liquidation</p> <p>Increase in investment risk taken to access higher returns</p> <p>Forced to sell investments to meet cashflow requirements</p>	3	3	9	<p>Monthly Employer contribution monitoring</p> <p>Monitoring of late payments with new Employer engagement team to address breaches for late payment</p> <p>Contributions recorded in Finance system by employer to track all employer cashflows in line with actuarial requirements for Valuation and FRS17/IAS19 reporting requirements. Also enables ability to see trends in contributions collected.</p> <p>New administration strategy in place from January 2021 clearly outlining ability to fine employers for late payment and late receipt of remittance advice or poor quality of data</p> <p>Implementation of I-Connect which is being to be rolled out in 2021 is expected to improve the quality of contribution data received to better aid reconciliation of payments and drill in the accuracy of employers contribution payments</p> <p>New report to be delivered at Pensions Board meetings to highlight any late payment of contributions and Employer engagement actions from February 2021</p> <p>Covenant review to begin in 2021 - PWC appointed to carry out the work, high risk employers identified and legal advice obtained</p> <p>Triennial valuation process aims to stabilise contribution rates where possible and senior management involved in detailed discussions on funding assumptions</p> <p>Guide to Employers on implications to Pensions on Outsourcing presented at employer forum in November 2020 and document issued to all employers</p> <p>Contribution deferral policy approved by Committee in June 2020.</p> <p>Regular communication with Employers through new Employer engagement team</p>	2	2	4	Head of Pensions	On-going
E2	Employer data Risk Employers fail to provide accurate and timely data to the PAT team	<p>Failure to provide Starter and Leavers information</p> <p>Failure to provide EOY returns on time and to a acceptable data standard</p> <p>Covid 19 has reducing the ability of employers to participate in the data cleansing</p> <p>Inability for Employers to respond to additional data requests for changes in regulations</p>	<p>Risk of financial loss and damage to reputation.</p> <p>Incorrect employer's contribution calculations</p> <p>Delays to triennial actuarial valuations process.</p> <p>Fines and enforcement action by The Pension Regulator</p> <p>Inability to produce ABS in time or accurately to comply with legislation</p>	4	3	12	<p>New Administration Strategy approved in September 2020 and out for consultation with Employers October to November; The new strategy was the focus of the Employer Forum in November 2020</p> <p>Employing authorities are contacted for outstanding/accurate information;</p> <p>User Guide and Training provided to Employers for outsourcing implications with LGPS November 2020</p> <p>Regular communication and meeting with administration services regarding service updates and additional data, when required.</p> <p>New employer engagement team established from January 2021 to support employer and provide training where required</p> <p>Issuance of a quarterly employer newsletter to support employers in their understanding of current pensions issues and activity for the Pension Fund</p> <p>A data cleansing plan was completed in June 2020 lead by Hymans. The PAT have been finalising outstanding areas handed over. New Data Improvement plan process to start in 2021 by the PAT BAU team and supported by the DIP working Group</p> <p>Data Improvement (DIP) working group set up to discuss data issues resulting from employers</p> <p>Introduction of I-Connect system will limit employer ability to submit incorrect data</p> <p>Meetings held between senior pensions Management team and employers where there are current or historic data concerns</p>	3	3	9	Head of Pensions	On-going
E3	Delay in employers agreeing Admission Agreement	<p>Complexity around agreeing contribution rate</p> <p>Negotiations around provision of security</p>	<p>Inability to recover missed payments in event of employer insolvency event</p>	2	2	4	<p>New templates being developed - this will speed up the process of agreeing new admission agreements</p>	1	2	2	Head of Pensions	On-going

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Administration												
A1	Pensions service Delivery Risk Inadequate delivery of Pensions Administration	The Scheme is not administered correctly resulting in the wrong benefits being paid or benefits not being paid, including as a result of poor data Paying pension benefits incorrectly Members not provided with required information	Members of the pension scheme not serviced to an adequate standards Damaged reputation Financial hardship to members Employers dissatisfied with service being provided resulting in formal complaint Complaints which progress to the Pensions Ombudsman Financial loss Statutory deadlines not met Active members not aware of delay in employee contributions being paid	3	3	9	The PAT team is currently undergoing a dissolution project to Insource pensions administration from Orbis Surrey to an inhouse provision. Annual internal audit report om the administration of pensions including regular reporting and monitoring of recommendations to ensure the service is acting in line with best practice Quarterly Reports to Pension Board and Committee New service level KPI and expectations approved at Pensions Committee in September 2020 for the PAT service within the Administration strategy for when the team is fully in house Awareness of the Pension Regulator Guidance by all team members Programme management by Head of Pensions admin in liaison with Orbis partners to ensure all tasks completed as planned and to a high standard Polices and procedures in place and all activity for members recorded on member records for other teams members to see Constant monitoring / checking by team managers and senior officers for more junior staff members In house risk logs, including for projects SAP / Altair reconciliation monthly to ensure financial records complete and correct Task management systems built into Altair to ensure activity is competed and monitored	2	3	6	Head of Pensions Administration	On-going
A2	Risk resulting from Regulatory Change Risk that new benefit structures can not be set up correctly or in time	GMP reconciliation GMP rectification GMP equalisation McCloud Pensions Dashboard Other changes to legislation or regulatory guides	Members of pensions scheme exposed to financial loss Inaccurate record keeping Damaged reputation Delays due to conflicting deadlines on heavy workloads Penalty applied due to non-compliance	3	3	9	Projects and/or working groups in place to deal with current regulatorily benefit changes Attendance at networks and officer groups to stay on top of up coming changes in regulation Reports to Pension Board and Committee to ensure knowledge is shared to decision makers Oversight via Data Improvement Working Group	2	3	6	Head of Pensions Administration	On-going
A3	Production of Statutory member returns	Inability to produce all ABS by the statutory deadline Inability to produce Annual Allowance statements by the statutory deadlines Provision of incorrect statements to members Failure to complete event reports in time for HMRC	Reputational risk and complaints Fines and enforcement action by The Pension Regulator Interest charges or fines from HMRC for inaccurate AA statements Breaches occurred	4	3	12	Regular contact with employers to get data. Clear project plan with early communications and planning with milestones to ensure Statements created in time to allow time for distribution to staff. Roll out of I-Connect for employer roll out as monthly interfaces system, to ease year end requirements and correct errors through out the year. Currently many leavers are not being notified until year-end. Restructure of Pensions team to include an Employer Engagement team will support Pensions Administration with end of year returns liaising and supporting employers through the process Breaches policy in place and Breach reporting to Committee and Board quarterly to raise and consider breach reporting levels	3	2	6	Head of Pensions Administration	On-going

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A4	Risk on Dissolution of Administration from Orbis to ESCC	Risk that infrastructure will not be in place on time Recruitment risk to support areas in addition to BAU Risk to data transfer and software mapping	Reputational damage Inability to provide pensions administration services one separated Risk to communications with employers and members due to structural changes	4	4	16	Project plan in place, with regulator meetings and project groups for various aspects of the dissolution Specific risk register is in place for this project and all risks currently Green or Amber, project is on track Head of Pensions Administration in place to lead on the dissolution with project updates to S151, COO and Head of Pensions Contracts in place and PID's for various aspects of the workstreams to implement Ongoing support until end of June and handover opportunities with communications and Projects teams where new resourcing is required TUPE of staff is complete and several adverts not out BAU team will be dropping Westminster work which will help in manging the teams workload	2	3	6	Head of Pensions Administration	Ongoing
A5	Failure to comply with CETV anti scam checks	Lack of clear process Process not followed	Reputational damage TPR intervention and penalties Loss to Fund due to requirement to pay compensation	3	2	6	Process in place for making checks required by law and/or recommended by TPR. Appropriate training to be identified and offered to staff to build understanding of risk and appropriate mitigations. Member informed of "red flags" identified Scorpion campaign material provided to members seeking a CETV Quality assurance checks ensure appropriate checks carried out	1	2	2	Head of Pensions Administration	on-going
A6	Major Incident preventing staff access to office	Major weather, technological or illness event	Staff unable to access post/documents Staff unable to issue payment instructions to bank	2	2	4	Administrative team equipped with laptops and can work virtually Officer's able to instruct payment be made to pensioner members	1	2	2	Head of Pensions	on-going

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Governance												
G1	Key Person risk Risk of loss of key / senior staff resulting in lost knowledge and skills with in the Pensions Team	Poor management of staff Failure to provide progression within the team structure Poor absence management Higher risk of sickness absence and reduced working hours as a result of Covid-19 Failure to provide an supportive working environment Failure to communicate with staff members in relation to potential service changes Concentration of knowledge in a small number of officers and risk of departure of key and senior staff.	Damaged reputation Inability to deliver and failure to provide efficient pensions administration service, support to employers, accurate accounts or effective management of investments Disruption and inability to provide a high quality pension service to members. The risk of losing key staff could lead to a breakdown in internal processes and service delivery, causing financial loss and potential risk to reputation.	4	4	16	Diversified staff / team Attendance at pension officers user groups to network and exchange information Procedural notes which includes new systems, section meetings / appraisals Succession planning within team structure, building from within the team Robust business continuity processes in place around key business processes, including a disaster recovery plan. Knowledge of all tasks shared by at least two team members within PAT and in addition can be covered by senior staff in all areas. Training requirements are set out in training strategy, job descriptions and reviewed annually with team members through the appraisal process. New training officer post within team structure to be recruited early 2021 Training strategy in place and regularly reviewed with training log where required	2	2	4	Head of Pensions / Head of Pensions Administration	On-going
G2	Lack of decision making caused by loss of Pension Committee/Pension Board member	Several Committee members lose seats in an election Members resign posts Terms of multiple members expire at same time	Committee/Board not quorate and unable to fulfil role Inability of Pension Board to support Committee due to loss of Knowledge and Understanding Clear instructions not given to officers Action taken by TPR for failure meet basic compliance standards	3	3	9	Record kept of terms of Office Pension Board terms of Office staggered Deputy Chairs in place to cover chair absence Officers aware of election cycle	2	3	6	Head of Pensions	On-going
G3	Cyber Security Risk of Loss of data or systems breaches through cyber attacks	Cyber attack on ESCC systems and firewalls Cyber Security of member data - personal employment and financial data Attempt to infiltrate emails systems and data exchanges Cyber attach on third party systems where ESPF data is stored Cyber attach on third party systems that ESPF require to carry out service requirements and investment functions Covid-19 Cybercrime Spike	ESCC may incur financial penalties for data breaches Damaged reputation Legal issues Members of the pension scheme exposed to financial loss / identity theft Members of the pension scheme data lost or compromised Financial loss resulting from data manipulation Inability to trade Impact on funding levels Inability to access key systems, or substantial rebuilding of alternative systems	4	4	16	ICT defence - in-depth approach Utilising firewalls, passwords and ICT control procedures including system access and account deletion protocols Email and content scanners Using anti-malware. ICT performs penetration and security tests on regular basis Encryption used on all data transfers Service level agreement with termination clause Regular reports SAS 70/AAAF0106 Industry leaders providing services to the fund with data protection and cyber defence systems Risk assessment completed with all new contracts with data transfer and new associated systems including penetration testing at outset Pensions Team specific BCP to be developed	2	4	8	Head of Pensions	On-going

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G4	Inadequate governance arrangements to discharge powers & duties	<p>Pensions Board & Committee members do not have the knowledge & experience to carry out their duties properly</p> <p>In sufficient internal audit review of the fund</p> <p>Lack of advisory services</p> <p>Insufficiently qualified officers</p> <p>Poor level of testing and challenge from external auditors</p>	<p>Poor decision making</p> <p>Breaches occurred</p> <p>Areas of work not completed</p> <p>Unreliable accounting or budgetary information</p>	2	3	6	<p>Training strategy in place which covers Pension Committee, Pensions Board and officers</p> <p>100 days of internal audit commissioned for each calendar year with regular reporting from IA to committee and board</p> <p>External auditor provides audit plan at planning stage for each financial year and this is discussed by Audit committee as well as Pension Committee and Board</p> <p>Investment regulations require proper advice, procurement processes in place to ensure quality within replacement advisers</p> <p>Training coordinator being appointed. This officer will liaise with chair of Pension Board and Committee to identify training needs</p>	1	3	3	Head of Pensions	On-going
G5	Failure to comply with General Data Protection Regulations	<p>Data breaches through failure to encrypt data</p> <p>Poor security on systems</p> <p>Unpublished privacy notice, policy and guidance</p> <p>Lack of knowledge on GDPR rules by staff</p> <p>DPO not identified</p>	<p>Reputational damage</p> <p>Fines and enforcement</p> <p>Breaches by contractors and employers</p> <p>Failure to report breaches within timescales and through correct reporting methods</p>	3	3	9	<p>Contracts with external parties where there is a data role have clear terms and conditions as part of the data processing agreements</p> <p>Data Impact assessment is carried out on all new tenders where data is involved</p> <p>DPO is in place via ESCC</p> <p>Privacy notice is on the website</p> <p>Memorandum of Understanding in place with employers within the fund</p> <p>All staff are required to complete an information governance course on joining the Council and this is refreshed annually</p> <p>Information governance Internal audit currently underway (Q4 2020/21)</p> <p>New Pensions Manager for Governance and Compliance to carry out a detailed review on GDPR in next quarter</p>	2	2	4	Head of Pensions	On-going
Investment/Funding												
I1	Funding risk due to poor investment returns Risk that investment strategy fails to result in performance required to meet the needs of the Funding strategy discount rate	<p>Poor strategic asset allocation resulting in insufficient protection against inflation risk of liabilities</p> <p>Performance consistently under benchmark</p> <p>Inability to rebalance portfolio</p> <p>Failure to take proper advice</p> <p>Unrealistic discount rates in valuation assumptions</p>	<p>Funding Gap</p> <p>Damaged reputation</p> <p>Increase in employer contribution</p> <p>Inability to Pay Pensions</p> <p>Forced to sell investments to meet cashflow requirements</p>	3	3	9	<p>Strategy is supported by expert Investment consultants. Challenge to Consultants through Independent Adviser.</p> <p>Triennial valuation ensures funding position is known and contribution rates are stabilised</p> <p>Quarterly Performance monitoring, investment manager monitoring from consultants and Link for ACCESS sub funds</p> <p>Annual Investment Strategy Review, with interim rebalancing</p> <p>Quarterly Reporting to Pensions Committee, with decisions approved by committee, including Fund Manager performance</p> <p>Training strategy in place to ensure officers and committee members have sufficient knowledge and skills to implement and change the investment strategy</p> <p>Investment decisions are made in compliance with the ISS/FSS</p> <p>Revision of the Asset Liability Model to support a viable Strategic Asset Allocation for the new valuation.</p>	2	2	4	Head of Pensions	On-going
I2	Brexit Risk The decision to leave the European Union without a trade deal causing significant economic instability and slowdown, and as a consequence lower investment returns	<p>Inability to access certain investment vehicles</p> <p>Changes to Banking legislation and MIFID II and Basel requirements outside of EU directives</p> <p>Falls /instability in markets</p> <p>Currency fluctuations</p> <p>Increased taxation on transition of assets between investment vehicles depending on tax region</p>	<p>Financial loss, and/or failure to meet return expectations.</p> <p>Future Increase to employer contribution costs resulting from lower funding positions</p> <p>Changes to the regulatory and legislative framework within which the Fund operates.</p> <p>Changes in employer funding positions causing liquidity risk to employers</p>	4	2	8	<p>Diversification of the Fund's investments across the world, including economies where the impact of "Brexit" is likely to be smaller.</p> <p>The long-term nature of the Fund's liabilities provides some mitigation, as the impact of "Brexit" will reduce over time.</p> <p>The Govt. is likely to ensure that much of current EU regulation is enshrined in UK law.</p> <p>Officers receive regular briefing material on regulatory changes and attend training seminars and ensure any regulatory changes are implemented</p> <p>Currency Hedging requirements will be considered within the investment strategy</p>	3	2	6	Head of Pensions	On-going

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13	Regulatory risk Failure to comply with regulations, legislation and guidance from an accounting and investment perspective	<p>Failure to comply with CIPFA code of practice for accounting for the pension fund</p> <p>Failure to provide employers with accurate reporting for their financial statements</p> <p>Failure to comply with the LGPS investment regs</p>	<p>Risk of the accounts being qualified by the auditors.</p> <p>Risk to employers of qualified accounts causing reputational damage and potential costs</p> <p>Intervention by the secretary of state in investment strategy</p> <p>Breaches occurred</p>	3	3	9	<p>Pensions Officers are kept up to date with changes to legislative requirements via network meetings, professional press, training and internal communication procedures.</p> <p>Pension Fund financial management and administration processes are maintained in accordance with the CIPFA Code of Practice, International Financial Reporting Standards (IFRS), and the ESSC Financial Regulations.</p> <p>Regular reconciliations are carried out between in-house records and those maintained by the custodian and investment managers.</p> <p>Internal Audits - carried out in line with the Pension Audit strategy.</p> <p>External Audit review the Pension Fund's accounts annually</p> <p>Breaches policy in place to ensure breaches mapped and reported</p>	1	2	2	Head of Pensions	On-going
Page 316	Investment pooling risk	Asset classes not available in line with the funds investment strategy	Increase in investment risk taken to access higher returns	3	3	9	ACCESS Support Unit team provide support to the pool	2	3	6	Head of Pensions	On-going
		Excessive asset transition costs	Increased costs				Operator contract provided by Link for assets held within the ACS The ACCESS Contracts Manager will monitor Link's progress closely. If Link cannot resolve issues in a reasonable timeframe then alternative options may be considered, e.g. Funds may continue to hold the sub fund outside the ACS					
		Poor governance of the ACCESS pool	Poor governance and reputational damage				KPI's introduced within revised operator agreements					
		Investment beliefs on ESG issues not shared within the pool	There is a risk that an investment may not transition to the ACS if Link cannot resolve on-going issues relating to the operating model for the planned Feeder fund structure.				Consultants involved in analysing the creation of sub-funds and transitioning of our current assets into the pool, under a variety of scenarios.					
		Inability to report performance to the fund	Asset transition costs are greater than forecast.				Opportunities to transfer securities in 'specie'. Reducing cost on transition					
		Inability to manage the investment managers and structure to deal with poor performance	Failure to control operational risks and transaction costs during the transition process				Transition manager in place to preserving asset values, managing risk and project managing the transition process to ensure that costs are monitored and controlled.					
		Insufficient Capacity in sub funds	Insufficient risk and return parameters to comply with guidance on pooling and the investment strategy				Due Diligence completed by legal advisers to ensure no hidden costs or governance issues not known at time of decision to invest.					
There is a risk that an investment may not transition to the ACS if Link cannot resolve on-going issues relating to the operating model for the planned Feeder fund structure.	Intervention of the secretary of state in failing to invest in line with the statutory guidance on pooling	S151, chair of pension committee and monitoring officer representation on respective committees and working groups to ensure ESPF involved in all decisions and concerns and questions can be raised early in processes										
ACCESS pool unable to generate cost efficiencies	An increase in the set-up costs for implementing new asset classes and managers	Regular meetings between officers and ACCESS pool with officers on a number of working groups to ensure involvement in decision making										
15	Funding risk due to higher inflation leading to increased liabilities and a funding gap	<p>Inflation rises faster than the actuarial assumption as a result of Govt. response to COVID-19</p> <p>Bond yields return to much higher levels</p>	<p>Liabilities are higher than expected.</p> <p>Bond-equity correlations rise, and equities also fall in price</p> <p>Fund's solvency level falls</p>	2	2	4	<p>Investment strategy include weighting to index linked gilts, infrastructure and real estate which are all inflation correlated to mitigate increases in liabilities from inflation.</p> <p>Potential to further increase infrastructure weightings</p> <p>Fund monitor portfolio sensitivity to inflation via expert investment consultants</p> <p>Triennial Valuation assumptions include local knowledge of the Administering authority on anticipated pay inflation.</p> <p>Quarterly monitoring of funding position helps identify risk early</p>	1	2	2	Head of Pensions	On-going

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				Likelihood	Impact	Risk Score		Impact	Likelihood	Risk Score		
16	Climate Change and Environmental, Social and Governance risks within Investment strategy and implementations on investment decisions	<p>Incorrect assumptions on current exposure , risk profiles and scenarios analysis leading to poor decision making</p> <p>Risk to income yields by restricting the market due to ESG concerns without considering the bigger picture of the investment strategy to compensate</p> <p>Investment environment changes radically, and Fund is slow to respond</p> <p>Uncertainty in energy transition impacts and timing</p> <p>Risk of stranded assets where invested in fossil fuel companies</p> <p>Risk to wider social and economic risks by focusing on a single issue</p> <p>Poor transparency on underlying investment manager investments decisions on behalf of the fund</p> <p>Failure of fund managers to explain or comply against voting guidelines</p> <p>Lack of reliable ESG Metrix and carbon measurement</p> <p>Poor corporate Governance or corruption in underlying investments</p> <p>Risk of regulatory policy changes resulting in fines to underlying investments</p> <p>Risk of natural disasters on underlying investments</p> <p>Risk of changes in oil prices</p>	<p>Volatile investment returns</p> <p>Loss of market value</p> <p>Reputation issues around how the Fund is progressing the move to a decarbonised global economy.</p> <p>unconscious exposure to high carbon emitters or companies in violation of UN policies</p> <p>Reputational risk where EGS beliefs and strategy are not aligned with expectation of members</p> <p>Increased workload responding to questions and challenges over ESG risks taking officer time away from manging the fund effectively</p> <p>Increase in investment risk taken due to unassessed ESG issues</p> <p>Weaker control leading to poorer governance</p>	4	2	8	<p>Statement of Responsible Investment Principles outline investment beliefs within ESG, implementation of decisions and monitoring of EGS factors.</p> <p>Investment Working Group and ESG working group consolidated into a single group to ensure ESG is in the heart of all investment decisions</p> <p>Restructuring of the equity portfolio to avoid high risk companies and exploit opportunities, including decision to invest in impact fund in September 2020</p> <p>Trim unconscious exposure to companies with poor ESG rating or fossil fuel companies, through reduction in index funds</p> <p>Tracking of the portfolio as underweight in fossil fuel exposure to benchmarks</p> <p>Production of annual reports on the carbon footprint of the Fund and review of managers from EGS perspective including transition pathway of underlying companies</p> <p>Signatory to PRI and Stewardship code with commitment to comply with the new 2020 code</p> <p>Challenging managers on their holdings with regard ESG issues</p> <p>Member of Institutional Investors group on climate change</p> <p>Engaging via managers and investor groups including LAPFF with companies and driving them forward to comply with key ESG concerns using the greater voice by combined investment power</p>	2	2	4	Head of Pensions	On-going
17	Insufficient cash to pay benefits as they fall due	<p>Too much investment in illiquid assets</p> <p>Failure to track payments due</p> <p>Large investment commitments not anticipated and planned for</p> <p>Contributions not collected when due</p>	<p>Benefits not paid as they fall due</p> <p>Beneficiary financial hardship</p> <p>Forced sale of investments</p> <p>Reputational risk</p>	2	4	8	<p>Contributions monitored on monthly basis monitoring of members close to retirement</p> <p>Daily cash position monitored.</p> <p>Distributing investments to ensure stream of income from investment activity</p> <p>Income from investments is considered as a key risk in all investment strategy decisions and the income profile managed</p> <p>liaison between administration and investment team on cash requirements</p>	1	4	4	Head of Pensions	on-going
18	Internal fraud	<p>Member of staff has multiple accounts and can self authorise</p> <p>Lack of internal controls and sign off procedures</p> <p>Failure to monitor staff actions</p> <p>Failure to monitor payments from the Fund</p>	<p>Loss of Fund assets</p> <p>Reputational risk</p> <p>Loss of member confidence</p> <p>Loss of Fund assets</p>	2	3	6	<p>Quarterly review of log in credentials</p> <p>Senior officer's have sight of bank account</p> <p>Senior officer's are signatories to bank account</p> <p>Multiple sign off needed to make payment</p>	1	3	3	Head of Pensions	On-going
19	External fraud	<p>Failure to properly authenticate benefit claims</p> <p>Failure to identify deceased members</p>	<p>Reputational risk</p> <p>Loss of member confidence</p>	2	3	6	<p>Monthly mortality checks</p> <p>Regular member tracing exercises</p>	1	3	3	Head of Pensions	On-going

Risk Register Risk Scores

The risk scores are calculated using the risk matrix below:

Probability	Timeframe	Likelihood	LIKELIHOOD				
			5	4	3	2	1
90-100%	This week	Very High	5	4	3	2	1
60-90%	This Month	High	4	3	2	1	
40-60%	This year	Medium	3	2	1		
10-40%	Next 5 years	Low	2	1			
0-10%	Next 10 years	Very Low	1				
			1	2	3	4	
			IMPACT				
			Negligible No noticeable impact	Minor Minor impact, Some degradation of service	Major Significant impact, disruption to core services	Critical Disastrous impact, Catastrophic failure	
SERVICE DELIVERY			Handled within normal day-to-day routines.	Management action required to overcome short-term difficulties.	Key targets missed. Some services compromised.	Prolonged interruption to core service. Failure of key Strategic Project	
FINANCAL			Little loss anticipated.	Some costs incurred. Handled within management responsibilities.	Significant costs incurred. Service level budgets exceeded.	Severe costs incurred. Statutory intervention triggered.	
REPUTATION			Little or no publicity. Little staff comments.	Limited local publicity. Mainly within local government community. Causes staff concern.	Local media interest. Comment from external inspection agencies. Noticeable impact on public opinion.	National media interest seriously affecting public opinion	

Report to: Pension Committee

Date of meeting: 22 June 2021

By: Chief Finance Officer

Title: Work Programme

Purpose: To agree the Committee's work programme

RECOMMENDATION

The Committee is recommended to agree its work programme.

1 Background & Supporting information

1.1 The work programme contains the proposed agenda items for future Pension Board and Pension Committee meetings over the next year and beyond. It is included on the agenda for each Committee meeting.

1.2 The work programme also provides an update on other work going on outside the Board and Committee's main meetings, including working groups, upcoming training and a list of any information requested by the Board or Committee that is circulated via email.

1.3 The inclusion of the Committee's work programme allows the Board to see what work the Committee will be undertaking, which will help it in its role to assist the Committee.

1.4 This item also provides an opportunity for Committee Members to reflect on any training they have attended since the last meeting.

2 Conclusion and reasons for recommendations

2.1 The work programme sets out the Committee's work both during formal meetings and outside of them. The Committee is recommended to consider and agree the updated work programme.

IAN GUTSELL
Chief Finance Officer

Contact Officer: Sian Kunert, Head of Pensions
Tel. No. 07701394423
Email: Sian.Kunert@EastSussex.gov.uk

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Pension Board and Committee – Work Programme

Future Pension Board Agenda		
Item	Description	Author
Standing items (items that appear on each agenda)		
Pension Board Updates	Verbal updates on training events or conferences attended by Members of the Board	N/A
Pension Committee Agenda	A consideration of the draft agenda of the Pension Committee.	Head of Pensions
Governance Report	A report on governance issues effecting the fund, developments in the LGPS, policy amendments and McCloud working group update	Head of Pensions
Employer Engagement and Contributions Report	A report on Employer Engagement matters to note, Employer Contributions update, Communications from the Fund and Communications working group update	Head of Pensions
Pensions Administration report	An update on the performance of the Pensions Administration Team.	Head of Pensions Administration

Internal Audit reports	All internal audit reports on the ESPF are reported to the Board	Head of Internal Audit
East Sussex Pension Fund (ESPF) Quarterly budget report	An update on the ESPF's budget.	Head of Pensions
East Sussex Pension Fund (ESPF) Risk Register	A report on the ESPF's Risk Register	Head of Pensions
Work programme	A report on the Board and Committee's work programme	Head of Pensions
East Sussex Pension Fund (ESPF) Breaches Log	A report on the ESPF breaches log	Head of Pensions
Employer Admissions and Cessations	A report on the admission and cessation of employers to the ESPF.	Head of Pensions
14 September 2021		
Covenant Review Report	Report from PWC on the covenant review project	Head of Pensions
Annual Report of the Pension Board	Annual report of the Pension Board to the Scheme manager outlining the work throughout the year	Head of Pensions with the Chair of the Board
Independent Auditors Report on the Pension Fund Account	A report on the External Audit findings of the Pension Fund financial Statements and the complete 2020/21 Annual Report and Accounts.	Head of Pensions

and Annual Report and Accounts 2020/21		
Communications Policy	Revision to the Communications Policy	Head of Pensions
GDPR	Refresh of the GDPR policies including the Privacy notice including the communications of these documents	Governance and Compliance Pensions Manager
Representation of Pension Committee	Report requested by Cllr Druitt as employer representative for Brighton and Hove City Council on the representation on the Pension Committee as decision maker for the Fund	Cllr Druitt (Employer representative)
5 November 2021		
Employer Forum Agenda	Discussion on Pension Fund Employer Forum Agenda topics	Head of Pensions
Annual Training Plan	Report on Training completed in the year and training recommendations for the up-coming year	Head of Pensions
Good Governance Decision making matrix	Report to outline the revise the decision-making matrix for the Pension Fund, delegations and representations in line with SAB Good Governance project	Head of Pensions
10 February 2022		
Business Plan and Budget 2022/23	Report to set the Budget for the Pension Fund for the Financial Year 2022/23 including the Business Plan with key deliverables for the year.	Head of Pensions

External Audit Plan for the East Sussex Pension Fund 2021/22	Draft External Audit Plan for 2021/22 Pension Fund Financial Statements	Head of Pensions
June 2022		
Internal Audit Strategy and Plan	Draft internal audit Pension Fund Strategy and Audit Plan 2022/23	Internal Audit
Governance and Compliance Statement	Annual Review of Governance and Compliance Statement	Governance and Compliance Pensions Manager
Annual Report of the Pension Board	Annual report of the Pension Board to the Scheme manager outlining the work throughout the year	Head of Pensions with the Chair of the Board
Training Policy	Biannual review of the training Strategy	Governance and Compliance Pensions Manager

Actions requested by the Pensions Board

Subject Area	Detail	Status
Internal Audit reports	The Board requested that internal audit consider an audit of the common data sets provided to the Pensions Regulator	TBC
Scheme administration	The Board requested a report on potential recommendations from the Scheme Advisory Board (SAB) that the Scheme Manager role is removed from local authority control.	Ongoing discussions
Scheme administration	The Board requested a future report on how the ESPF KPIs for pension administration compare with those of other local government pension schemes.	To be considered at September 2021 meeting
Decision making	To revise the decision-making matrix (including a RACI model) and to circulate it for information.	To be provided November 2021

Future Pension Committee Agenda

Item	Description	Author
Standing items (items that appear on each agenda)		
Investment Report	A Quarterly performance report of the investment managers	Head of Pensions and Investment Consultant
Governance Report	A report on governance issues effecting the fund, developments in the LGPS, policy amendments and McCloud working group update	Head of Pensions
Employer Engagement and Contributions Report	A report on Employer Engagement matters to note, Employer Contributions update, Communications from the Fund and Communications working group update	Head of Pensions
Pensions Administration report	An update on the performance of the Pensions Administration Team.	Head of Pensions Administration
Internal Audit reports	All internal audit reports on the ESPF are reported to the Board	Head of Internal Audit
East Sussex Pension Fund (ESPF) Quarterly budget report	An update on the ESPF's budget.	Head of Pensions
East Sussex Pension Fund (ESPF) Risk Register	A report on the ESPF's Risk Register	Head of Pensions

Work programme	A report on the Board and Committee's work programme	Head of Pensions
East Sussex Pension Fund (ESPF) Breaches Log	A report on the ESPF breaches log	Head of Pensions
Employer Admissions and Cessations	A report on the admission and cessation of employers to the ESPF.	Head of Pensions
12 July 2021		
Investment Manager ESG report	Report on the Funds Investment managers Responsible investment impact assessment	Head of Pensions
Investment Strategy Statement review	Report reviewing Investment Strategy Statement	Head of Pensions
Training item - Cryptocurrency	Training item on Cryptocurrency	Head of Pensions
28 September 2021		
Statement on Responsible Investment Principles	Annual report on the review of the Statement on Responsible Investment Principles	Head of Pensions
Responsible Investment implementation Statement	Report outlining the implementation of Responsible investment within the Fund	Head of Pensions

2020 Stewardship Code	Report outlining the Funds compliance with the 2020 Stewardship Code	Head of Pensions
Independent Auditors Report on the Pension Fund Account and Annual Report and Accounts 2020/21	A report on the External Audit findings of the Pension Fund financial Statements and the complete 2020/21 Annual Report and Accounts for review.	Head of Pensions
Covenant Review Report	Report from PWC on the covenant review project	Head of Pensions
Communications Policy	Revision to the Communications Policy	Head of Pensions
GDPR	Refresh of the GDPR policies including the Privacy notice including the communications of these documents	Governance and Compliance Pensions Manager
Contracts and Tenders	Appointment of Independent Advisor	Head of Pensions
25 November 2021		
Annual Training Plan	Report on Training completed in the year and training recommendations for the up-coming year	Head of Pensions
24 February 2022		
External Audit Plan for the East Sussex Pension Fund 2021/22	Draft External Audit Plan for 2021/22 Pension Fund Financial Statements	Head of Pensions

Business Plan and Budget 2022/23	Report to set the Budget for the Pension Fund for the Financial Year 2022/23 including the Business Plan with key deliverables for the year.	Head of Pensions
June 2022		
Internal Audit Strategy and Plan	Draft internal audit Pension Fund Strategy and Audit Plan 2022/23	Internal Audit
Governance and Compliance Statement	Annual Review of Governance and Compliance Statement	Governance and Compliance Pensions Manager
Annual Report of the Pension Board	Annual report of the Pension Board to the Scheme manager outlining the work throughout the year	Head of Pensions with the Chair of the Board
Carbon Footprinting	A report on the carbon footprint of the portfolio of ESPF including whether investments are in line with transition pathways.	Head of Pensions
Training Policy	Biannual review of the training Strategy	Governance and Compliance Pensions Manager

Actions requested by the Committee		
Subject Area	Detail	Date completed

Current working groups		
Title of working group	Detail and meetings since last Pensions Board and Committee meetings	Membership
Investment Implementation Working Group (IIWG)	<p>The Investment Working Group and ESG working group have been amalgamated, as agreed at Pensions Committee 21 September 2020.</p> <p>The IIWG has an advisory role to oversee the implementation of decisions by the Pension Committee in relation to investment decisions and carry out detailed research and analysis for Pensions Committee.</p> <p>Recent meetings</p> <ul style="list-style-type: none"> • 27 April 2021 • 1 June 2021 	<p>William Bourne, Russell Wood, Sian Kunert, Representative from Investment Consultant</p> <p>Cllr Fox or substitute committee member is invited to attend</p>
Data Improvement and ABS Working Group	<p>Recent meetings</p> <ul style="list-style-type: none"> • 29 March 2021 • 14 April 2021 • 27 May 2021 <p>Scheduled</p> <ul style="list-style-type: none"> • 24 June 2021 	<p>Cllr Fox, Ray Martin, Diana Pogson, Stephen Osborne, Paul Punter, Sian Kunert, Ian Gutsell</p>

<p>McCloud Working Group</p>	<p>The McCloud Working Group has been established to oversee the implementation of the McCloud ruling within a prescribed timeframe and addressing any gaps and barriers preventing progress and ultimately delivery of the project.</p> <p>A high-level impact assessment has been completed to identify those members of the scheme that will be affected by this ruling.</p> <p>The Group have acknowledged there are many data requests of employers and this project needs to be managed carefully with other demands on employers time.</p> <p>Recent meetings</p> <ul style="list-style-type: none"> • 22 April – supported by Hymans 	<p>Cllr Fox, Stephen Osborn, Lynda Walker, Paul Punter, Sian Kunert, Dave Kellond</p>
<p>Communications Working Group</p>	<p>The Communications Working Group was established by the Pensions Board in February 2021 to drive forward improvements in communications with stakeholders with support from employee and employer representatives.</p> <p>Recent meetings</p> <ul style="list-style-type: none"> • 2 June 	<p>Ray Martin, Lynda Walker, Diana Pogson, Sian Kunert, Tim Hillman</p> <p>Any other Board member is invited to join sessions</p>

Training and Development - recent and future events

Title of Training/Briefing	Detail	Date	Attended
<p>LGPS Local Pension Board Members' Spring Seminars</p>	<p>Barnett Waddingham, ESPF's new actuary, offer training opportunities for Pension Board members to support in their roles and understand current issues, through their LGPS local pension Board spring seminars</p>	<p>22 February 2021</p>	<p>Diana Pogson & Stephen Osborne</p>

PLSA Investment Conference 2021	PLSA is running a three-day investment conference virtually, consisting of keynote speeches, intimate roundtable discussions and educational sessions built around key themes and hot topics covers every investment angle, from geopolitical factors influencing markets, to investment strategy to individual asset classes.	9 – 11 March 2021	Cllr Nigel Enever
PLSA Local Authority Conference	Online two-day programme with a mix of keynote speeches, roundtable discussions and educational sessions. Sessions will cover governance, investment, administration and communications challenges of the LGPS.	18-19 May 2021	Ray Martin & Cllr Fox
Pension Committee Induction	2 hour training session for new Pension Committee members. Also open to officers, all elected members and Pension Board members for information. Session content – Roles and Responsibilities, Investment Strategy, Actuarial	3 June 2021	Cllr Fox, Cllr Hilton, Cllr Redstone, Cllr Tutt, Ray Martin, Cllr Druitt, Stephen Osborne, Diana Pogson
Title of Training/Briefing	Detail	Proposed Date	Invited
LGPS Local Pension Board Annual Event	CIPFA and BW are hosting their annual Local Pension Board Event	23 June 2021	Board members
PLSA ESG conference	ESG - Climate, Fossil Fuels, policies and practice, Data Governance for climate and ESG risks, etc	30 June - 02 July 2021	Committee Members

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