

## Lancashire Local Pension Board

Meeting to be held on Tuesday, 5 July 2022

Electoral Division affected:  
(All Divisions);

### Local Pension Board Recruitment

(Appendix 'A' refers)

Contact for further information:

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#### Executive Summary

The Lancashire Local Pension Board was established on the 1 April 2015 under Section 5 of the Public Service Pensions Act 2013 and regulation 106 of the LGPS Regulations 2013 (as amended).

The Independent Chair and four Board members see their terms coming to an end over the next 12 months.

This paper outlines the succession plan for replacing the Independent Chair and members whose terms are coming to an end.

#### Recommendation

The Board is asked to comment on the report and the plan outlined at Appendix 'A'.

#### Background and Advice

All LGPS administering authorities were required to establish a Local Pension Board under Section 5 of the Public Service Pensions Act 2013 and regulation 106 of the LGPS Regulations 2013 (as amended).

The Independent Chair was recruited for an initial term of 2 years with an option for an extension for an additional 2 years. Board members were recruited to serve for an initial term of four years with an option to extend for a further 4 years, subject to the approval of the Full Council.

The next 12 months will see the term of four Board members come to an end. The Independent Chair's contract also comes to an end on 1<sup>st</sup> April 2023. Appendix 'A' outlines the proposed plan for replacing the Independent Chair and the four Board members.

## **Key Drivers**

Given this level of turnover, recruitment planning has been undertaken. The key drivers for the recruitment are as follows:

- Recruitment will take place at an earlier stage to allow a more controlled transition to the new members (with observer attendance at meetings by new members before they officially take on their roles);
- The Independent Chair's contract will be extended by 7 months to provide additional stability to the Board during the turnover period but recruitment of the Chair will take place at an early stage; and
- To stagger turnover in the future:
  - Two of the new contracts will be of 2 years initial duration plus a 4 year extension option.
  - The other two contracts will be of 4 years initial duration plus a 4 year extension option.

## **Independent Chair**

The Independent Chair's contract comes to an end on 1<sup>st</sup> April 2023. It has been agreed that this contract will be extended by 7 months which will take this up to 31<sup>st</sup> October 2023.

Extending the Independent Chair's contract will:

- Provide resilience and continuity at a time of great change for the Board;
- Allow an experienced Board Chair to be involved in recruiting new Board members;
- Allow a phased introduction of a new chair to the Board; and
- Allow a one meeting handover to the new chair.

This steps in the recruitment plan will allow the new Independent Chair to be in place for the October 2023 meeting as an observer and subsequently as Chair in January 2024.

## **Recruitment of Board Members**

Four members of the Board will see their terms come to an end during the first half of 2023.

- Steve Thompson – Term ends 20<sup>th</sup> January 2023;
- Kathryn Haigh – Term ends 31<sup>st</sup> March 2023;
- Yvonne Moulton – Term ends 6<sup>th</sup> May 2023;
- Carl Gibson – Term ends 6<sup>th</sup> May 2023.

The recruitment process for the above four members will commence in August 2022.

The intention is to have most of the replacements in place prior to them finishing their respective terms. This will not be possible for Steve Thompson, whose tenure ends on the 20<sup>th</sup> January 2023, which is prior to the subsequent Board meeting scheduled for the 24<sup>th</sup> January 2023. All other replacements would be able to attend one meeting as an observer prior to becoming a formal participating member. The terms of the Board members will be staggered as set out earlier in the report.

The schedule for the recruitment of both the Chair and Board members is limited by the fact that the decision needs ratification by both Pension Fund Committee and the Full Council – this has been factored into the timeframes.

## **Consultations**

Lancashire County Council – Legal Services  
Lancashire County Council – Democratic Services  
Chair of the Local Pension Board

## **Implications:**

This item has the following implications, as indicated:

## **Risk management**

Funds operating within the Local Government Pension Scheme must operate a Local Pension Board. Recruitment of suitable Board members and the Independent Chair is key to the effective operation of the Board. The recruitment process must be undertaken as outlined within the LCC Constitution.

## **Financial**

As set out in the report.

## **Local Government (Access to Information) Act 1985 List of Background Papers**

Paper	Date	Contact/Tel
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N/A

Reason for inclusion in Part II, if appropriate

N/A