

**Local Pension Board Succession Planning 2022/23**

**Board Member Contract Start/End**

<b>Board Member Name</b>	<b>Type</b>	<b>Start</b>	<b>Review</b>	<b>End</b>	<b>Final Meeting Date</b>	<b>Replacement Start</b>	<b>Comment</b>
Steve Thompson	Employer Rep	20 <sup>th</sup> Jan 2015	20 <sup>th</sup> Jan 2019	20 <sup>th</sup> Jan 2023	18 <sup>th</sup> Oct 2022	1 <sup>st</sup> Nov 2022	ST could attend 24 <sup>th</sup> Jan 2023 meeting as an observer.
Kathryn Haigh	Member Rep	6 <sup>th</sup> May 2015	6 <sup>th</sup> May 2019	31 <sup>st</sup> Mar 2023	24 <sup>th</sup> Jan 2023	1 <sup>st</sup> Jan 2023	Replacement to attend as observer at Jan meeting KH to retire March 2023
Carl Gibson	Employer Rep	6 <sup>th</sup> May 2015	6 <sup>th</sup> May 2019	6 <sup>th</sup> May 2023	4 <sup>th</sup> April 2023	1 <sup>st</sup> Apr 2023	Replacement to attend as observer at Apr meeting
Yvonne Moulton	Member Rep	6 <sup>th</sup> May 2015	6 <sup>th</sup> May 2019	6 <sup>th</sup> May 2023	4 <sup>th</sup> April 2023	1 <sup>st</sup> Apr 2023	Replacement to attend as observer at Apr meeting

<b>Board Chair</b>	<b>Type</b>	<b>Start</b>	<b>End</b>	<b>Extension End Date</b>	<b>Comment</b>
William Bourne	Independent Chair	1 <sup>st</sup> Apr 2015	1 <sup>st</sup> Apr 2023	31 <sup>st</sup> October 2023	WB would chair the April, July and October meetings.
New Chair	Independent Chair	1 <sup>st</sup> October 2023	n/a	n/a	Attend October meeting as an observer and would chair January 2024 meeting.

### **Board members**

<b>Action</b>	<b>Date</b>	<b>Comment</b>
Advertise the position	August to early September 2022	
Shortlisting for interviews	September 2022	
Interviews	October 2022	
Pension Fund Committee	November 2022	Paper for information, Pension Fund Committee to note appointments
Paper to Full Council	December 2022	Paper to recommend new Board members
New Members Start Date and attend Board Meeting	January 2023 or April 2023 <sup>1</sup>	Attendance as observer
First Board Meeting	January 2023/April 2023/July 2023 <sup>2</sup>	Attendance as Board member

### **Board Independent Chair**

<b>Action</b>	<b>Date</b>	<b>Comment</b>
Advertise the position	March 2023	
Shortlisting for interviews	April 2023	
Interviews	May 2023	
Pension Fund Committee .	June 2023	Head of the Pension Fund shall make a recommendation to the Pension Fund Committee for consideration who will then refer the matter to the Full Council for a decision as appropriate
Paper to Full Council	July 2023	Paper to recommend new Board members
New LLPB Chair Start Date and attend Board meeting	October 2023	Attendance as observer
First Board Meeting	January 2024	Attendance as Independent Chair

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<sup>1</sup> Member start dates are staggered to allow for an easier transition given the level of turnover during the first half of 2023.

<sup>2</sup> January 2023 - replacement for Steve Thompson attending Board meeting as a member due to end date of existing contract;  
April 2023 – replacement for Kathryn Haigh attending Board meeting as a member; and  
July 2023 – replacements for Carl Gibson and Yvonne Moulton attending Board meeting as members.