

Meeting of the Full Council
Meeting to be held on Thursday, 15 December 2022

Report submitted by: Head of Pension Fund

Part A

Electoral Division affected:
None;

Corporate Priorities:
N/A;

Appointment of New Employer and Member Representatives on the Lancashire Local Pension Board

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Brief Summary

This report relates to the appointment of new employer and scheme member representatives on the Lancashire Local Pension Board.

Recommendations

That Full Council approves:

- (i) The appointment of the two new employer representatives and two new scheme member representatives on the Lancashire Local Pension Board, and the length of the terms, as set out in the report.
- (ii) That if the appointments referred to at (i) above are approved, all new Board members are bound by the county council's Code of Conduct with immediate effect.

Detail

The Terms of Reference for the Local Pension Board state that the Board shall consist of nine members on the basis of an independent Chair, four Scheme member representatives (drawn from the membership of the Fund) and four employer representatives, comprising of:



- Two nominated by Lancashire County Council.
- One nominated by the Unitary, City, and Borough Councils and the Police/Fire bodies.
- One nominated following consultation with the other employers within the Fund.

During the first half of 2023 the 4 Local Pension Board members listed below come to the end of their 8-year terms of appointment.

- Steve Thompson – Employer representative – Unitary, City, and Borough Councils and the Police/Fire bodies
- Kathryn Haigh – Member Representative
- Yvonne Moulton – Member Representative
- Carl Gibson – Employer representative – other employers within the Fund

Fund officers have undertaken a recruitment exercise to ensure that new members are recruited in advance of the four listed members leaving their posts.

At the July 2022 Local Pension Board meeting, a report was considered which set out the process for appointing new Employer and Scheme Member representatives to fill the four positions on the Board, when they became vacant.

The report outlined some key drivers around the planning for recruitment which included the staggering of the new appointments as set out below to reduce the risk of several Board members reaching the end of their term of appointment at, or around, the same time in the future.

- Two of the new appointments will be of 2 years initial duration plus a 4-year extension option.
- The other two appointments will be of 4 years initial duration plus a 4-year extension option.

The roles were subsequently advertised through the relevant channels and upon receipt of the applications, the Head of Fund undertook a shortlisting exercise with the Chair of the Local Pension Board.

Due to the number of applications received it was necessary to undertake an interview exercise which was conducted by a panel comprising of the Chair of the Local Pension Board, two Local Pension Board members and an officer of the Fund.

Following these interviews, the four candidates below were identified as having the necessary skills and knowledge to fulfil the role and have provisionally been offered the positions, subject to approval by Full Council:

- Employer Representative – Unitary, City, and Borough Councils and the Police/Fire bodies - Tony Wilkinson (Lancashire Constabulary) to be appointed for 4 years with effect from 1 January 2023 with an option to extend the term by a further 4 years.



- Employer Representative – other employers in the Fund - Stephen Dunstan (Blackpool Coastal Housing) to be appointed for 2 years with effect from 1 April 2023 with an option to extend the term by a further 4 years.
- Scheme Member Representative – Gayna Hart to be appointed for 4 years with effect from 1 May 2023 with an option to extend the term by a further 4 years.
- Scheme Member Representative – Shima Maka to be appointed for 2 years with effect from 1 May 2023 with an option to extend the term by a further 4 years.

The proposed appointments were reported to and noted by the Pension Fund Committee on 25 November 2022.

Should the appointments be approved by Full Council the new Board members will be bound by the county council's Code of Conduct with immediate effect to enable them to receive agenda (part I and part II reports) and, where possible, attend a meeting of the Pension Board as an observer prior to formally taking up their roles as Board members.

Any extension to the initial term of appointment will be referred to Full Council for approval.

The term of office will come to an end for the new representatives if:

Employer Representatives:

- Ceases to be employed by their current employer.
- Is appointed to a role with responsibility for the management or administration of the Fund.
- Has a conflict of interest which cannot be managed in accordance with the Conflict of Interests Policy.
- Fails to attend meetings, undertake any training, or otherwise comply with the requirements of being a member of the Pension Board.

Scheme Member Representatives:

- Ceases to be a member of the Lancashire Local Government Pension Scheme.
- Is appointed to a role with responsibility for the management or administration of the Fund.
- Has a conflict of interest which cannot be managed in accordance with the Conflict of Interests Policy.
- Fails to attend meetings, undertake any training, or otherwise comply with the requirements of being a member of the Pension Board.

With the exception of the Independent Chair of the Local Pension Board, members do not receive a salary but are able to claim expenses in accordance with the Terms of Reference of the Board.



Consultations

Lancashire Local Pension Board

Implications:

This item has the following implications, as indicated:

Risk management

The early identification and appointment of replacement members of the Lancashire Local Pension Board in accordance with the Succession Plan will minimise the risk of disruption to the effective operation of the Board.

Local Government (Access to Information) Act 1985

List of Background Papers

Paper	Date	Contact/Tel
Succession Plan for members of the Lancashire Local Pension Board	2022	Mike Neville, (01772) 533431

Reason for inclusion in Part II, if appropriate

N/A

