

## Staffordshire Pension Board – 15 March 2019

### Report by the Board Chair

#### Recommendation of the Chair

That nominations be sought from the Scheme Employers for two “officers of a scheme employer” representatives.

That one nomination is sought from the Staffordshire Association of District Councils for the “elected local authority Councillor” representative.

That an advert be placed in an appropriate publication(s) seeking expressions of interest for one active or deferred scheme member.

#### Purpose

The purpose of this report is to recommend a policy for succession planning for the Pension Board.

#### Background information

The Pension Board’s Constitution (Final Version, 25 June 2015) defines the term of membership for Members of the Pensions Board as a four-year term.

The Board was formed during 2015 and the first members were appointed in June 2015. As a result the original members will all complete their term of office in June 2019 and thus break the continuity of experience and knowledge that is seen to be a useful attribute of Board members. A schedule of Board Members is shown in Appendix A.

The Constitution allows for a maximum of seven members: three Employer Representatives; and three Scheme Member Representatives. The seventh member is undefined but the Act allows for an Independent Chair to be appointed, to date this option has not been exercised.

The Employer Representatives must consist of one “elected local authority councillor” and two “officers of a Scheme Employer”

The Board’s Constitution provides that Scheme Member Representatives must consist of one trade union representative and two active, deferred or pensioner members of the Pension Fund. The Scheme Manager has discretion to extend any Member’s term of office for up to 12 months in order to ensure continuity of experience and knowledge of Pension Board members.

#### Discussion

The current view of both the Scheme Manager and the Board Chair is that there is no need to seek a revision of the constitution to expand or reduce the number of Board Members, nor is there currently a need to appoint an independent Chair.

Of the six original Board Members, only three remain in office that will complete their term in June 2019. One Member completes their term in June 2021. There are currently two vacancies, if candidates are appointed shortly they will complete their term in 2023.

With the current number of vacancies and the recent appointment of one member it is very likely that Board Members will be replaced in stages such that continuity of experience and knowledge can be assured.

#### Appointment Procedures

The current appointment procedure is to seek candidates through a combination of advertisement and by nominations from the appropriate organisations.

The Staffordshire Association of District Councils nominates the elected local authority Councillor. Trade Unions having members within a scheme employer nominate the Trade Union representative. Scheme members are found by responses to adverts in appropriate publications. The two Officers from a scheme employer are nominated by the Scheme Employers.

#### Vacancies

The three Members who complete their term of office are one elected local authority Councillor and two Scheme members. . One of the scheme members is currently the Board Chair and it is the intention of the Scheme Manager to extend his term of office (see below). Since the Chairman serves as a pensioner member on the Board, it is the intension to seek expressions of interest for the scheme member vacancy from active or deferred scheme members.

The Scheme Manager is minded to extend, for a further twelve months, the term of office for the current Board Chair, who has agreed to this request.

#### Recommendation

The Scheme Manager will extend the Term of Office of the current Chair by 12 months.

The Scheme Manager will place an advert in an appropriate publication(s) seeking one active or deferred Scheme Member. The current member may seek a new term of office if they wish to apply.

The Scheme Manager requests that the Association of District Council nominate an elected local authority Councillor for a new four year term. The current member may be nominated if they so wish.

The Scheme Manager seeks nominations from Scheme Employers for two “officers of a scheme employer” representatives.

## Appendix A

### Schedule of Board Members as at March 2019

Name	Date Appointed	Status	Term end	Appointment process
Gordon Alcott	June 2015	Employer Representative Elected local authority Councillor	June 2019	Proposed by the Staffordshire Association of District Councils
Tim Legge	June 2015	Scheme Member Representative Pensioner member	June 2019	Appointed by the Administering Authority following public advert seeking expressions of interest
Ian Jenkinson	June 2015	Scheme Member Representative Pensioner member Board Chair	June 2019	Appointed by the Administering Authority following public advert seeking expressions of interest
Kate Salter	June 2017	Scheme Member Representative Trade Union representative	June 2021	Appointed by the Administering Authority following consultation with Trade Unions
Vacancy		Employer Representatives Officer of a Scheme Employer		Appointed from a Scheme Employer
Vacancy		Employer Representatives Officer of a Scheme Employer		Appointed from Scheme Employers
No vacancy	Not filled	Undefined Member		No appointment made