



Pensions Committee

Date:	Tuesday, 29 March 2011
Time:	6.00 pm
Venue:	Committee Room 1 - Wallasey Town Hall

Contact Officer: Pat Phillips
Tel: 0151 691 8488
e-mail: patphillips@wirral.gov.uk
Website: <http://www.wirral.gov.uk>

AGENDA

1. MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST

Members are asked to consider whether they have personal or prejudicial interests in connection with any item(s) on this agenda and, if so, to declare them and state what they are.

2. MINUTES (Pages 1 - 8)

To receive the minutes of the meeting held on 11 January, 2011.

**3. NATIONAL ASSOCIATION OF PENSIONS FUND CONFERENCE
(Pages 9 - 10)**

4. LGPS TRUSTEES CONFERENCE (Pages 11 - 14)

5. CIPFA ANNUAL CONFERENCE (Pages 15 - 16)

6. BANK SIGNATORIES (Pages 17 - 20)

7. PUBLIC SERVICE PENSIONS COMMISSION (Pages 21 - 28)

8. LGPS UPDATE (Pages 29 - 40)

9. MEMBERS' TRAINING (Pages 41 - 44)

**10. CIPFA KNOWLEDGE AND SKILLS FRAMEWORK - INTERIM
COMPLIANCE STATEMENT (Pages 45 - 48)**

11. **EXTENSION OF PIRC CONTRACT (Pages 49 - 52)**
12. **CHARGING POLICY (Pages 53 - 62)**
13. **GOVERNANCE AND RISK WORKING PARTY - MINUTES (Pages 63 - 68)**
14. **241 BROOKLANDS ROAD, WEYBRIDGE, SURREY - AIR CONDITIONING (Pages 69 - 72)**
15. **GLOBAL CUSTODIAN SERVICES (Pages 73 - 76)**
16. **EXEMPT INFORMATION - EXCLUSION OF MEMBERS OF THE PUBLIC**

The following items contain exempt information.

RECOMMENDATION: That, under section 100 (A) (4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following items of business on the grounds that they involve the likely disclosure of exempt information as defined by the relevant paragraphs of Part I of Schedule 12A (as amended) to that Act. The Public Interest test has been applied and favours exclusion.

17. **PRIVATE EQUITY PROGRAMME 2011-14 (Pages 77 - 86)**
18. **TAX RECOVERY (Pages 87 - 90)**
19. **INVESTMENT MONITORING WORKING PARTY-MINUTES (Pages 91 - 100)**
20. **ADMISSION BODY APPLICATION - NORTHGATE MANAGED SERVICES (Pages 101 - 104)**
21. **ADMISSION BODY APPLICATION - ELITE CLEANING AND ENVIRONMENTAL SERVICES (Pages 105 - 108)**
22. **ADMISSION BODY APPLICATION - TAYLOR SHAW (Pages 109 - 112)**
23. **PIRC CONTRACT EXTENSION - EXEMPT APPENDICES (Pages 113 - 114)**
24. **241 BROOKLANDS ROAD, WEYBRIDGE, SURREY - EXEMPT APPENDICES (Pages 115 - 116)**
25. **STAFFING REPORT (Pages 117 - 124)**
26. **LEASE OF PART OF CASTLE CHAMBERS, CASTLE STREET, LIVERPOOL**

Report to be circulated separately.

27. ANY OTHER URGENT BUSINESS APPROVED BY THE CHAIR

This page is intentionally left blank

PENSIONS COMMITTEE

Tuesday, 11 January 2011

Present:

Councillor G Watt (Chair)

Councillors P Johnson AER Jones
D Knowles AR McLachlan
G Davies R Moon
T Harney H Smith
S Mountney (In place
of C Povall)

Councillors Anderton, St Helens Council
Mclvor, Sefton Council (In place of A Ibbs)

Mr P McCarthy (NonDistrict Council
Employers)

Apologies

Councillors N Keats Joe Hanson

56 **MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST**

Members of the Committee were asked whether they had any personal or prejudicial interests in connection with any application on the agenda and, if so, to declare them and state the nature of the interest.

Mr P McCarthy declared a personal interest in Item 17 Review of Potential Unfunded Liabilities as his organisation – Wirral Partnership Homes Ltd was referred to in this report.

Councillor Tom Harney declared a personal interest in Item 17 as he is a member of the Board on Wirral Partnership Homes Ltd.

57 **MINUTES**

The Director of Law, HR and Asset Management submitted the minutes of the meeting held on 16 November, 2010 for consideration.

Resolved - That the Minutes be agreed.

58

59 **ORDER OF BUSINESS**

The Chair agreed to vary the order of business.

60 **PENSION FUND BUDGET 2011-12**

The Director of Finance submitted a report outlining the proposed Pension Fund budget including the administration and investment costs for 2011-12, and a revised budget for 2010-11.

Resolved – That the Committee approve the estimates for 2011-2012.

61 **TREASURY MANAGEMENT POLICY AND STRATEGY 2011/12**

The Director of Finance submitted a report seeking approval of the treasury management policy statement and the treasury management annual plan and strategy for Merseyside Pension Fund for the financial year 2011/12.

Resolved - That the Committee approve the policy statement, and annual plan and strategy for the treasury management function for 2011/12.

62 **APPOINTMENT OF PROPERTY ASSET MANAGER**

The Director of Finance submitted a report recommending the appointment of CB Richard Ellis (CBRE) as Property Asset Manager for a contract period of four years with a one year option to extend.

Resolved – That the Committee approve the appointment of CB Richard Ellis as Property Asset Manager for a period of four years plus an optional one year extension from 1 February 2011.

63 **MEMBERS TRAINING 2011**

The Director of Finance submitted a report seeking Members' agreement to a proposed training programme for 2011, as outlined in Appendix 1.

Resolved – That the Committee approve the training programme for 2011, including an additional internal training day.

64

65

66

RESTRICTING PENSIONS TAX RELIEF

The Director of Finance submitted a report informing Members of HM Revenue & Customs (HMRC) further consultation in respect of the intention to restrict pensions tax relief on pension contributions with effect from April 2011.

Resolved – That the Committee agree the response already sent to HM Revenue & Customs (HMRC).

67 **AC AUDIT PLAN**

The Director of Finance submitted the Audit Commission's Audit Opinion Plan for Merseyside Pension Fund 2010/2011.

Liz Temple-Murray, Audit Manager, attended the meeting to outline the Opinion Plan and responded to Members questions.

Resolved – That the Committee approve the Audit Commission’s Audit Opinion Plan for Merseyside Pension Fund 2010/2011.

68 REFURBISHMENT AT 241 BROOKLANDS ROAD, WEYBRIDGE, SURREY

The Director of Finance submitted a report informing Members of the outcome of the recent tendering exercise in respect of refurbishment work for 241 Brooklands Road, Weybridge which was owned by MPF as part of the direct property investment portfolio. The tendering exercise had been conducted on behalf of MPF by CB Richard Ellis (CBRE).

Resolved – That the Committee note the acceptance of the lowest amended tender for refurbishment work at 241, Brooklands Road, Weybridge.

69 GOVERNANCE AND RISK WORKING PARTY

The Director of Finance submitted a paper outlining the terms of reference for the Governance and Risk Working Party, and enclosing a provisional agenda for its first meeting on 26 January 2011.

Resolved - That the report be noted.

70 PUBLIC SERVICE PENSIONS COMMISSION

The Director of Finance submitted a report informing Members of the submission made by MPF to the Public Service Pensions Commission in response to the call for evidence dated 1 November 2010.

Resolved –

(1) That the Committee agrees the response submitted to the Commission, attached at appendix 1 to the Director’s report.

(2) That the Committee offers its congratulations to Fund members for their response which was taken into account in preparing the response and that this be communicated by means of posting a notice on the Fund website to them.

71 PASSIVE MANAGEMENT

The Director of Finance submitted a report requesting Members to approve the commencement of a procurement exercise for passive management and the use of AON Hewitt as consultants for the selection exercise.

Resolved – That the Committee approve the commencement of the procurement exercise for passive management and the appointment of AON Hewitt from the framework list as consultants for this exercise.

72 LOCAL GOVERNMENT(DISCRETIONARY PAYMENTS) (INJURY ALLOWANCES) REGULATIONS 2011

The Director of Finance submitted a report setting out the following amendments and changes contained in the draft regulations issued on 22 December, 2010 by the

Department for Communities and Local Government (DCLG),) for statutory consultation:

- (a) revoke the Gratuities Part from the old Regulations as it is time-expired and no longer required;
- (b) update legal references to various Acts;
- (c) insert references to “nominated co-habiting partners” for equality reasons and to put the regulations beyond legal challenge;
- (d) introduce a new provision to ensure that National Insurance Contributions (NIC) are deducted from injury allowances to make it consistent with the other public sector injury benefit schemes;
- (e) remove the role of the Secretary of State in deciding appeal cases, so that the role is entirely “localised”.
(This would be consistent with the practice for dealing with medical and non-medical appeals where the Secretary of State was removed from the Local Government Pension Scheme on 1 June 2004).
- (f) introduce a new provision whereby an Independent Registered Medical Practitioner (IRMP) would be required to certify a local government employee’s injury/disease before an allowance could be awarded;

The 1996 injury allowance provisions apply to admission bodies (i.e. employees whose access to the LGPS is by an admission agreement). DCLG is proposing that the new Regulations will not apply to admission bodies.

In responding to the consultation, Merseyside Pension Fund was asked to advise whether admission bodies routinely exercise their powers to award injury allowances under the provisions of the 1996 Regulations, and if so what transitional protections were needed to manage the transition between the old and the new Regulations; and

Views were sought on the “transitional provisions” i.e. to move to a local IDR process within 3 months following the “coming into force” of the new regulations (1 October 2011).

Resolved - That the Committee agree that a technical response on behalf of the Pension Fund be submitted.

73 **EXEMPT INFORMATION - EXCLUSION OF MEMBERS OF THE PUBLIC**

Resolved – That the public be excluded from the meeting on the grounds that following matters to be considered contain exempt information by virtue of paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

74 **STAFFING STRUCTURE**

The Director of Finance submitted a report recommending changes to the establishment of Merseyside Pension Fund (MPF) following the release of employees through Early Voluntary Retirement (EVR). The Committee discussed the

effect on the Fund of the restructuring and received an assurance that the quality of administration and management would be monitored or improved following the introduction of the new structure.

Resolved – That the Committee agree the proposed changes to the staffing structure of Merseyside Pension Fund and the savings set out in Appendix 1 to the Director’s report.

75 INVESTMENT MONITORING WORKING PARTY MINUTES

The Director of Finance submitted the minutes of the Investment Monitoring Working Party held on 24 November 2010.

Resolved – That the minutes be agreed subject to the inclusion of Councillor George Davies apologies being included.

76 REVIEW OF POTENTIAL UNFUNDED LIABILITIES FOR ADMISSION BODIES

The Director of Finance submitted a report providing details of the annual review of potential unfunded liabilities for admission bodies, undertaken by the Actuary Mercer, following an actuarial review of the Fund as at 31 March 2010.

Resolved –

(1) That the revised bond requirements calculated as at 31 March 2010 on the corporate bond basis as recommended by the Actuary be implemented.

(2) That further regular reviews of the unfunded pension liabilities of admission bodies be undertaken and the results considered by the Committee having regard to the need to minimise the financial risks to the Fund, whilst having regard to the economic and financial position at that time and the reasonableness and practicability of implementation of the recommended levels of bonds.

77 WRITE OFF OF PROPERTY RENTAL ARREARS

The Director of Finance submitted a report seeking approval to write off uncollectable rental arrears totalling £49,044.80 from tenants in MPF properties.

Resolved – That the Committee approve the write-off of uncollectable property rental income of £49,044.80.

78 APPOINTMENT OF PROPERTY ASSET MANAGER - EXEMPT APPENDIX

The Director of Finance submitted a report recommending the appointment of CB Richard Ellis as Property Asset Manager for the Merseyside Pension Fund.

The report outlined the procurement exercise, the results of the manager selection and a summary of the due diligence exercise.

Resolved – That the Committee appoint CB Richard Ellis as Property Asset Manager for the Merseyside Pension Fund.

79 **REFURBISHMENT AT 241 BROOKLANDS ROAD, WEYBRIDGE ROAD, SURREY - EXEMPT APPENDIX**

The Director of Finance reported upon tenders received for the above refurbishment scheme.

Resolved – That the lowest amended tender for refurbishment works at 241, Brooklands Road, Weybridge be approved.

80 **ANY OTHER URGENT BUSINESS APPROVED BY THE CHAIR (PART 2)**

The Chair reported that he had agreed to accept the following items of urgent business.

81 **INNOVATION AWARD**

The Director of Finance reported that following a successful submission an award had been made from Investment and Pensions Europe. The trophy awarded was circulated to the Committee.

Resolved – That the Committee notes with pleasure that the Funds efforts have been recognised following the award from Investment and Pensions Europe.

82 **REPRESENTATION ON OUTSIDE BODIES**

The Director of Finance requested the Committee to review the position held by an Elected Member on an external body on behalf of Merseyside Pension Fund.

The Director reported that Members of this Committee on occasion represented MPF on external collaborative bodies which promoted best practice in particular areas of pensions administration and investment. Previously, attendance on these bodies had been treated as an approved duty and any expenditure incurred met from the MPF budget. Further to the Pensions Committee 28 June 2010 it had been confirmed that Councillor Ann McLachlan should continue as an Executive Member of LAPFF until January 2011, when new nominations would be sought by LAPFF.

The Director further reported that Councillor Ann McLachlan served as an Executive Member of the Local Authority Pension Fund Forum (LAPFF). As a result of being an Executive Member of LAPFF, Councillor Ann McLachlan had also represented MPF on the Institutional Investor Group on Climate Change (IIGCC). LAPFF was requesting nominations to the Executive Board for the period January 2011 to January 2012.

It was moved by Councillor Harry Smith and seconded by Councillor George Davies that Councillor Ann McLachlan be appointed to Executive Member of the Local Authority Pension Fund Forum (LAPFF)

It was moved as an amendment by Councillor Denis Knowles and seconded by Councillor Simon Mountney that Councillor Geoffrey Watt be appointed to serve as an Executive Member of the Local Authority Pension Fund Forum (LAPFF).

The amendment was put and carried (5:4).

The motion, as amended, was put and carried (5:4)

Resolved –

(1) That MPF be represented on the LAPFF Executive Board.

(2) That Councillor Geoffrey Watt be appointed to serve as an Executive Member of the Local Authority Pension Fund Forum (LAPFF) for the period January 2011 to January 2012.

This page is intentionally left blank

WIRRAL COUNCIL

PENSIONS COMMITTEE

29 MARCH 2011

SUBJECT	NATIONAL ASSOCIATION OF PENSION FUNDS CONFERENCE
WARD/S AFFECTED	ALL
REPORT OF	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER	COUNCILLOR GEOFFREY WATT
KEY DECISION	NO

1.0 EXECUTIVE SUMMARY

1.1. This report requests any nominations to attend the National Association Pension Fund (NAPF) Local Authority Conference, to be held in Birmingham from 16 May to 18 May 2011.

2.0 RECOMMENDATION

2.1. That Committee consider if it wishes to send a delegation to attend this conference, and if so, to determine the number and allocation of places.

3.0 REASON FOR RECOMMENDATION

3.1. To decide whether the Committee wishes to be represented at a conference.

4.0 BACKGROUND AND KEY ISSUES

4.1. Merseyside pension Fund is a member of the NAPF which represents some 10 million employees. The NAPF seeks to make effective representation to encourage provision as well as sound stewardship of pension fund assets.

4.2. MPF has been represented at all previous NAPF Local Authority Conferences usually by the Chair of the Pensions Committee and an officer.

4.3. Accommodation will be required for the nights of 16 and 17 May 2011.

5.0 RELEVANT RISKS

5.1. The Authority is required to prove that Trustees have been adequately trained. This conference is a recognised training opportunity.

6.0 OTHER OPTIONS CONSIDERED

6.1. No other options have been considered.

7.0 CONSULTATION

7.1. There has been no consultation undertaken or proposed for this report. There are no implications for partner organisations arising out of this report.

8.0. IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1. There are none arising out of this report.

9.0. RESOURCE IMPLICATIONS; FINANCIAL; IT; STAFFING AND ASSETS

9.1. The cost of attendance plus two nights accommodation will be about £600 plus VAT per delegate excluding travel which can be met from the existing Pension Fund Budget.

10. LEGAL IMPLICATIONS

10.1. There are none arising out of this report.

11. EQUALITIES IMPLICATIONS

11.1 There are none arising out of this report.

11.2. Equality Impact Assessment (EIA) is not required.

12.0. CARBON REDUCTION IMPLICATIONS

12.1. There are none arising out of this report.

13. PLANNING AND COMMUNITY SAFET IMPLICATIONS

13.1. There are none arising out of this report.

FNCE/63/11

REPORT AUTHOR

IAN COLEMAN

Director of Finance

Telephone (0151) 666 3056

Email: iancoleman@wirral.gov.uk

APPENDICES

NONE

REFERENCE MATERIAL

NONE

SUBJECT HISTORY

SUBJECT HISTORY

Council Meeting	Date
Pensions Committee	23 March 2010
Pensions Committee	6 April 2009

WIRRAL COUNCIL

PENSIONS COMMITTEE

29 MARCH 2011

SUBJECT	LGPS TRUSTEES CONFERENCE
WARD/S AFFECTED	ALL
REPORT OF	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER	COUNCILLOR GEOFFREY WATT
KEY DECISION	NO

1.0 EXECUTIVE SUMMARY

- 1.1. This report requests that the Committee considers attendance at the LGPS trustees conference organised by the Local Government Employers to be held in Bournemouth on 8 and 9 June 2011.

2.0 RECOMMENDATION

- 2.1. That Members consider the appropriateness of attendance at this event and, if so, determine the number and allocation of places.

3.0 REASON FOR RECOMMENDATION

- 3.1. To decide whether Members wish to attend this conference.

4.0 BACKGROUND AND KEY ISSUES

- 4.1 The Local Government Pensions Committee staged an inaugural trustees' conference in York in September 2003. The conference was specifically aimed at elected members with responsibility for the Local Government Pension Scheme. The conference has been held every year from 2003 to 2009. Due to the extent of change in the LGPS and in particular any changes following the final report of the Independent Public Service Pensions Commission to be announced in March 2011, the 2010 trustees conference was deferred to June 2011.
- 4.2. Bob Neill, Parliamentary Under Secretary of State for Communities and Local Government, has agreed to give the keynote address.

Highlights of the rest of the draft programme include:

- Outcomes of the 2010 Valuations in England and Wales and the outlook for Scotland and Northern Ireland.
- Legal update – the case load gets heavier
- NEST, auto-enrolment and the LGPS
- Managing Contribution Increases
- Scheme Design – another new scheme?
- New Scheme – New Investment Strategy?
- Census 2011 – The Longevity Gap

4.3. Attendance at this conference has traditionally been open to all Members.

5.0 RELEVANT RISKS

5.1. The Authority is required to prove that Trustees have been adequately trained. This conference is a recognised training opportunity.

6.0 OTHER OPTIONS CONSIDERED

6.1. No other options have been considered.

7.0 CONSULTATION

7.1. There has been no consultation undertaken or proposed for this report. There are no implications for partner organisations arising out of this report.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1. There are none arising out of this report.

9. RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING AND ASSETS

9.1. The cost of attendance plus accommodation will be £475 plus VAT per delegate excluding travel which can be met from the existing Pension Fund budget.

10. LEGAL IMPLICATIONS

10.1. There are none arising out of this report.

11. EQUALITIES IMPLICATIONS

11.1. There are none arising out of this report.

11.2 Equality Impact Assessment (EIA) is not require.

12. CARBON REDUCTION IMPLICATIONS

12.1. There are none arising out of this report.

14.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

14.1. There are none arising out of this report.

REPORT AUTHOR

Ian Coleman

Director of Finance

Telephone: (0151) 666 3056

email: iancoleman@wirral.gov.uk

FNCE/44/11

APPENDICES

NONE

REFERENCE MATERIAL

NONE

SUBJECT HISTORY

Council Meeting	Date
Pensions Committee	23 March 2010
Pensions Committee	6 April 2009

This page is intentionally left blank

Agenda Item 5

WIRRAL COUNCIL

PENSIONS COMMITTEE

29 MARCH 2011

SUBJECT	CIPFA ANNUAL CONFERENCE
WARD/S AFFECTED	ALL
REPORT OF	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER	COUNCILLOR GEOFFREY WATT
KEY DECISION	NO

1.0 EXECUTIVE SUMMARY

- 1.1. This report requests any nominations to attend the CIPFA Annual Conference, to be held in Birmingham from 5 July to 7 July 2011.

2.0 RECOMMENDATION

- 2.1. That Committee consider if it wishes to send a representative to attend this conference.

3.0 REASON FOR RECOMMENDATION

- 3.1. To decide whether the Committee wishes to be represented at a conference.

4.0 BACKGROUND AND KEY ISSUES

- 4.1. The CIPFA Annual Conference covers the full range of public service policy and financial issues. Speakers include Eric Pickles, the Secretary of State for Communities and Local Government, and Margaret Hodge, Chair of the Public Accounts Committee. In addition to the future of pensions, other topics to be covered will include the transparency agenda, shared services and teams, new audit arrangements, GP commissioning, the Big Society, NHS structural changes, and Local Enterprise Partnerships.
- 4.2. Accommodation will be required for the nights of 5 and 6 July 2011.

5.0 RELEVANT RISKS

- 5.1. The Authority is required to prove that Trustees have been adequately trained. This conference is a recognised training opportunity.

6.0 OTHER OPTIONS CONSIDERED

- 6.1. No other options have been considered.

7.0 CONSULTATION

7.1. There has been no consultation undertaken or proposed for this report. There are no implications for partner organisations arising out of this report.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1. There are none arising out of this report.

9. RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING AND ASSETS

9.1. The cost of attendance will be about £600 plus VAT per delegate excluding accommodation and travel which can be met from the existing Pension Fund budget.

10. LEGAL IMPLICATIONS

10.1. There are none arising out of this report.

11. EQUALITIES IMPLICATIONS

11.1. There are none arising out of this report.

11.2 Equality Impact Assessment (EIA) is not require.

12. CARBON REDUCTION IMPLICATIONS

12.1. There are none arising out of this report.

14.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

14.1. There are none arising out of this report.

REPORT AUTHOR

Ian Coleman

Director of Finance

Telephone: (0151) 666 3056

email: markgoulding@wirral.gov.uk

FNCE/29/11

APPENDICES

NONE

REFERENCE MATERIAL

NONE

SUBJECT HISTORY

Council Meeting	Date
Pensions Committee	23 March 2010
Pensions Committee	6 April 2009

WIRRAL COUNCIL

PENSIONS COMMITTEE

29 MARCH 2011

SUBJECT	BANK SIGNATORIES
WARD/S AFFECTED	ALL
REPORT OF	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER	COUNCILLOR GEOFFREY WATT
KEY DECISION	NO

1.0 EXECUTIVE SUMMARY

- 1.1. This report seeks approval to amend the nominated personnel on the existing bank mandates.

2.0 RECOMMENDATIONS

- 2.1. That National Westminster and Santander be authorised to accept cheques and other instructions on behalf of the Council signed in accordance with existing mandates by the following:-

Director of Finance	Ian E. Coleman
Deputy Director of Finance	David L.H. Taylor-Smith
Head of Financial Services	Thomas W. Sault
Head of Benefits, Revenues And Customer Services	Malcolm J. Flanagan
Head of IT Services	Geoffrey W. Paterson
Head of Support Services	Michael J. Fowler
Chief Accountant	Peter J. Molyneux
Chief Accountant	Jenny Spick

- 2.2. That the Royal Bank of Scotland and State Street be authorised to accept cheques and other instructions on behalf of the Council signed in accordance with existing mandates by the following:-

Director of Finance	Ian E. Coleman
Deputy Director of Finance	David L.H. Taylor-Smith
Head of Financial Services	Thomas W. Sault
Head of Benefits, Revenues And Customer Services	Malcolm J. Flanagan
Head of IT Services	Geoffrey W. Paterson
Head of Support Services	Michael J. Fowler
Deputy Head of Pension Fund	Peter G. Mawdsley
Financial Controller	Gerard F. Moore
Benefits Manager	Kevin J. Greenough
Members Services Manager	Yvonne M. Caddock

Financial Controller	Gerard F. Moore
Benefits Manager	Kevin J. Greenough
Members Services Manager	Yvonne M. Caddock

4.6. John Carruthers, Stephen Rowley, Jacqueline Roberts and Robert Neeld have recently vacated the positions indicated above.

4.7. Geoffrey William Paterson has been appointed to the post of Head of IT Services and Michael James Fowler has transferred from the Department of Adult Social Services to the post of Head of Support Services.

4.8. For the National Westminster and Santander accounts approval is requested for the following signatories:-

Director of Finance	Ian E. Coleman
Deputy Director of Finance	David L.H. Taylor-Smith
Head of Financial Services	Thomas W. Sault
Head of Benefits, Revenues And Customer Services	Malcolm J. Flanagan
Head of IT Services	Geoffrey W. Paterson
Head of Support Services	Michael J. Fowler
Chief Accountant	Peter J. Molyneux
Chief Accountant	Jenny Spick

4.9. For the Royal Bank of Scotland and State Street accounts approval is requested for the following signatories:-

Director of Finance	Ian E. Coleman
Deputy Director of Finance	David L.H. Taylor-Smith
Head of Financial Services	Thomas W. Sault
Head of Benefits, Revenues And Customer Services	Malcolm J. Flanagan
Head of IT Services	Geoffrey W. Paterson
Head of Support Services	Michael J. Fowler
Deputy Head of Pension Fund	Peter G. Mawdsley
Financial Controller	Gerard F. Moore
Benefits Manager	Kevin J. Greenough
Members Services Manager	Yvonne M. Caddock

5.0 RELEVANT RISKS

5.1 There are none arising directly from this report.

6.0 OTHER OPTIONS CONSIDERED

6.1 No other options were considered.

7.0 CONSULTATION

7.1 No consultation has been undertaken.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1 There are no direct implications arising from this report.

9.0 RESOURCE IMPLICATIONS

9.1 There are none arising directly from this report.

10.0 LEGAL IMPLICATIONS

10.1 There are none arising directly from this report.

11.0 EQUALITIES IMPLICATIONS

11.1 There are none arising directly from this report.

12.0 CARBON REDUCTION IMPLICATIONS

12.1 There are none arising directly from this report.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 There are none arising directly from this report.

FNCE/33/11

REPORT AUTHOR: Ian Coleman
Director of Finance
telephone: (0151 666 3056)
email: iancoleman@wirral.gov.uk

APPENDICES

None

REFERENCE MATERIAL

None.

SUBJECT HISTORY

Council Meeting	Date
Cabinet	15 April 2010
Pensions committee	22 September 2009

WIRRAL COUNCIL

PENSIONS COMMITTEE

29 MARCH 2011

SUBJECT:	PUBLIC SERVICE PENSIONS COMMISSION
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR GEOFFREY WATT
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

- 1.1 The report informs Members of the recommendations of the inquiry conducted by Lord Hutton into the future provision of public service pension schemes including the Local Government Pension Scheme.
- 1.2 The objectives of the review undertaken by Lord Hutton were to ensure that pension provision in the public sector was affordable and sustainable in the long term and to identify any short term cost savings.
- 1.3 Provision of the Pensions Administration service by the Council in its role as Administering Authority of the Merseyside Pension Fund under Regulation 30 and Schedule 4 of the LGPS (Administration) Regulations 2008 is a statutory duty.

2.0 RECOMMENDATION

- 2.1 That Members note the report.

3.0 REASON/S FOR RECOMMENDATION

- 3.1 There is a requirement for Members of the Pensions Committee to be kept up to date with legislative developments to carry out their decision making role in order to enable them to make informed decisions.
- 3.2. The Department for Communities and Local Government (DCLG) will be carrying out consultation to determine how the recommendations made in the report should be implemented in respect of the LGPS.

4. BACKGROUND AND KEY ISSUES

4.1. The Commission's final report has 27 recommendations to the Government as regards the future of Public Service Pensions. The headline recommendations are: -

- Any new scheme should be based on career average revalued earnings (CARE) not final salary.
- The normal retirement age should be linked to the State Pension, the exception being uniformed public service schemes which would have a normal pension age of 60.
- For contributing members the revaluation of benefits accrued under the CARE arrangement should be linked to earnings, with price indexation being retained post retirement.
- The Government should honour the existing pension promise maintaining a link to final salary for service accrued up to the introduction of a new scheme.
- The Commission is not proposing a single public service pension scheme, but over time the individual schemes should move to a common framework.
- Schemes should have tiered contribution rates to address the differing characteristics of high and low earners.
- The Local Government Pension Scheme should remain funded. Other major public sector schemes will remain unfunded.
- Every public sector scheme and each individual LGPS Fund should have a properly constituted, trained and competent pension board, with member nominees. Each scheme should also have a national pension policy group for considering major changes to scheme rules.
- Centrally collated comprehensive data, covering all LGPS Funds should be published including Fund comparisons, on such things as assumptions about investment growth and differences in deficit recovery plans.
- Central and local government should monitor the benefits of current co-operative projects within the LGPS, with a view to encouraging the extension of this approach.
- The Government should introduce primary legislation to adopt a new common UK legal framework for public sector schemes.
- It is in principal undesirable for future non-public service workers to have access to public service pension schemes. This relates to separate consultation on the Fair Deal approach to pensions when outsourcing public sector work.

- Consultation on the changes whilst centrally co-ordinated to set cost ceilings and timetables for implementation will require local consultation on details which are scheme specific involving employees and their representatives.
- It should be possible to introduce the new schemes before the end of this Parliament in 2015.

5.0 RELEVANT RISKS

- 5.1 The objectives of the Pensions Commission included ensuring the long term affordability of the benefits provided by the various public sector pension schemes.
- 5.2 Any proposals to reduce the value of pensions provision or to substantially increase employee contribution rates may result in large numbers of existing members opting out and new starters choosing not to join the LGPS. This could accelerate the maturity of the current scheme and result in the scheme becoming cash negative; with greater benefits being paid out than contributions received.
- 5.3. Such a move would also be likely to result in a reduction in the future pension provision made by employees and a potential increase in the demands on state welfare benefits in retirement.
- 5.4 A significant level of opt outs would result in a serious and detrimental impact on the future sustainability and viability of the LGPS.

6.0 OTHER OPTIONS CONSIDERED

- 6.1 The Commission considered a range of options for future public sector pensions provision as set out in its letter dated 28 June 2010, the interim report dated 7 October 2010 and the final report dated 10 March 2011.

7.0 CONSULTATION

- 7.1 The Commission has carried out a wide range of consultation with stakeholders over the period since June 2010 including requests for written submissions and a series of round table meetings with different interested parties. The Merseyside Pension Fund has also carried out consultation with scheme employers and members and the results of this consultation were used in drawing up the MPF response to the Pensions Commission.
- 7.2. The Government is expected to consult all interested parties on the recommendations contained in the report.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 8.1 A number of voluntary organisations are admitted bodies within MPF and, as scheme employers, have been and will be included in any future consultation on proposed changes to the LGPS.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

9.1 The changes proposed in the Pensions Commission report are intended to reduce the costs to employers of pension provision.

10.0 LEGAL IMPLICATIONS

10.1 None arising from this report.

11.0 EQUALITIES IMPLICATIONS

11.1 None arising from this report.

11.2 Equality Impact Assessment (EIA)
(a) Is an EIA required? Yes

12.0 CARBON REDUCTION IMPLICATIONS

12.1 None arising from this report.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 None arising from this report.

FNCE/59/11

REPORT AUTHOR: PETER MAWDSLEY
DEPUTY HEAD OF PENSION FUND
telephone: (0151) 242-1391
email: petermawdsley@wirral.gov.uk

APPENDICES

Merseyside Pension Fund Factsheet 14: The Hutton Report: Questions & Answers

REFERENCE MATERIAL

Public Service Pensions Commission Interim Report – 7 October 2010

Public Service Pensions Commission Final Report – 10 March 2011

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Pensions Committee	27 September 2010
Pensions Committee	16 November 2010
Pensions Committee	13 January 2011

Merseyside Pension Fund Factsheet 14: The Hutton Report: Questions & Answers

What is the Hutton Report?

In the June 2010 Budget, the Chancellor invited Lord Hutton of Furness to chair the Independent Public Service Pensions Commission.

The Commission's remit was to undertake a fundamental structural review of public service pension provision and make recommendations on provision which the Government termed as *'sustainable, affordable and fair in the long term.'*

The Commission's final report was published and delivered to the Government on **Thursday 10 March 2011**.

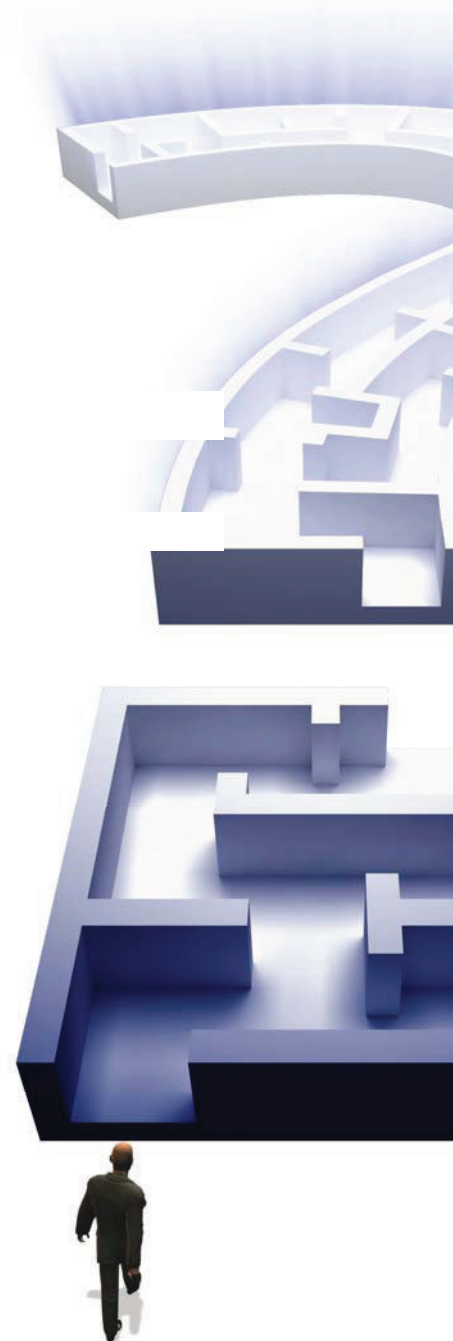
Will the Government implement the Commission's recommendations and if so, when?

Not necessarily. The Government may choose to implement some, all or none of the Commission's recommendations in re-designing public sector pension schemes. Any re-design will only come after a comprehensive consultation process. In his report, Lord Hutton considers implementation of new schemes possible before the end of this Parliament in **2015**.

How would the Commission's recommendation to replace final salary schemes in the public sector affect me?

The Commission recommends that existing final salary public sector pension schemes should be replaced with new Career Average Revalued Earnings (CARE) schemes.

This would mean that your pension at retirement would still be based on the number of years you work in local government, but your retirement income would be linked to your average revalued earnings over the course of your career, rather than being linked to your final salary at retirement, as is currently the case.



Will this recommended change affect the pension I have already accrued in the Local Government Pension Scheme (LGPS)?

No. The Commission recommends that any pension already built up should still be linked to your final salary. Pension rights you would build up in any future re-designed scheme would then be linked to average earnings for the remaining period of your career.

This change would have a limited effect on those employees nearing retirement already, according to the Commission. Also, those employees who have longer to work, would have sufficient time to make preparations for their retirement under the new scheme arrangements.

Does the Commission recommend that I should work longer before receiving my local government pension?

No. The normal pension age in the LGPS is already 65. However, you can draw your pension earlier than age 65, subject to conditions and possible reduction. The Commission recommends that members of public sector schemes should continue to be given the choice of drawing their pension benefits earlier or later than the normal pension age, with their pension adjusted accordingly.

The Commission recommends that the normal pension age in all public sector schemes, should be linked in future to the state pension age. The Government has already proposed that the state pension age for both men and women will start to increase to reach age 66 by April 2020.

Does the Commission recommend that I should pay more?

The Commission makes no recommendations about the level of employee contributions in the LGPS.

The Commission recommends that the differing characteristics of higher and lower earners in public sector pension schemes should be addressed through tiered contribution rates. Tiered contribution rates have been in operation in the LGPS since April 2008, with contribution earnings bands reflecting inflationary increases as calculated by the Consumer Prices Index (CPI).

The Government is currently considering separate proposals by HM Treasury to increase employee contribution rates in the LGPS. The Fund will communicate any developments to members as soon as they happen.



More information

You can download the Independent Public Service Pensions Commission's Final Report at: <http://tinyurl.com/2bax767>

You can download both of Merseyside Pension Fund's responses to the Commission at:

20 August 2010 <http://tinyurl.com/6fqzsrk>

10 December 2010 <http://tinyurl.com/6esenf8>

Please feel free to contact the Fund about this or any other matter concerning your membership of the Local Government Pension Scheme at:

Address:

Merseyside Pension Fund
PO Box 120
7th Floor
Castle Chambers
43 Castle Street
Liverpool
L69 2NW

Office Opening Hours:

Monday - Friday 9.00am - 5.00pm

Tel: 0151 242 1391

Fax: 0151 236 3520

E-mail: mpfadmin@wirral.gov.uk

Website: mpfmembers.org.uk



This page is intentionally left blank

**WIRRAL COUNCIL
PENSIONS COMMITTEE
29 MARCH 2011**

SUBJECT:	LGPS UPDATE
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER:	GEOFFREY WATT
KEY DECISION	NO

1.0 EXECUTIVE SUMMARY

- 1.1 This report informs Members of legislative and other developments impacting on the Local Government Pension Scheme (LGPS).

2.0 RECOMMENDATION

- 2.1 That Members note the report.

3.0 REASON FOR RECOMMENDATION

- 3.1 There is a requirement for members of the Pensions Committee to be kept up to date with legislative developments to carry out their decision making role in order to enable them to make informed decisions.

4.0 BACKGROUND AND KEY ISSUES

Public Service Pensions Commission Report

- 4.1 The most significant development is the publication of the Public Service Pensions Commission final report which is the subject of a separate report to the Committee.

Proposal to increase LGPS average employee contributions by 3.2%

- 4.2 In the Spending Review statement on 20 October 2010 the Government announced its intention to increase employee pension contributions in public service pension schemes, other than the Armed Forces Pension Scheme.
- 4.3 The increases would be introduced progressively over the period 2012/13 to 2014/15. The Local Government Association is concerned that the implications for local authorities, their workforce and the wider economy may not have been fully considered and in a letter dated 16 February 2011, has called on the Government to enter into a dialogue with employers and unions in order to consider further how best to achieve the Government aims ahead of the outcomes from the report of the Independent Public Service Pensions Commission. MPF has written, on 23 February 2011, to the Chancellor of the Exchequer on this matter (Appendix 3).

Draft Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011

- 4.4 This matter was previously considered by the Pensions Committee on 11 January 2011 (Minute 69 refers). MPF has consulted with scheme employers on the draft regulations and has responded to the Department for Communities and Local Government (DCLG) (Appendix 1).

HMRC changes to Annual and Lifetime Allowances: Scheme Impacts

- 4.5 This matter was previously considered by the Pensions Committee on 11 January 2011 (Minute 63 refers). MPF submitted a further technical response dated 6 January 2011 to HMRC on its most recent proposals to recover tax charges due from the Pension Fund rather than directly from members.
- 4.6 Following a series of consultation exercises HMRC has published draft legislation. The two main features are the reductions in the Lifetime Tax Allowance (from £1.8 to £1.5 million) and the reduction in the annual allowance from £230,000 to £50,000.
- 4.7 It is the second of these changes which has most impact on the LGPS and will require MPF, as part of annual benefit statements based on the input period 1 April 2011 to 31 March 2012 (and subsequent periods), to advise members of the possibility they might have incurred a tax charge.
- 4.8 To do this may require a change to the Benefit Regulations to ensure the final pay period coincides with the input period for these purposes. This arises where the difference between the closing value of accrued rights at 31 March less the opening value at 1 April multiplied by 16 exceeds the £50,000 annual allowance. As well as advising the individuals MPF will also have to advise HMRC.
- 4.9 The onus to complete a self assessment tax return falls to the individual, even those who pay the basic rate of tax. HMRC has permitted the roll over of unused tax allowances from earlier years, but this information is known to the individual rather than the pension fund since other non LGPS arrangements on which tax relief has been granted also have to be taken into account.
- 4.10 Subject to the completion of the last of the consultations HMRC is bringing forward the capacity if the individual member chooses, for the pension fund to pay the tax (in full or in part) on their behalf with an actuarially equivalent reduction in rights accrued within the Scheme. For high earners this might have the impact of reducing the eventual tax liability in excess of the Lifetime Allowance. For others it means a more manageable way of meeting the tax liability. It is envisaged that the actuarial calculations for reduction to pension rights accrued will be similar to those the Scheme uses in pension sharing on divorce cases.

- 4.11 In the first consultation on proposed changes HMRC placed a significant tax burden on the small number of LGPS members who retire with tier 1 ill-health pension in their 30s or 40s – in some instances four or five times the annual pension received. In the light of comments received they introduced the capacity to roll over unused tax allowances from earlier years. At present HMRC is consulting on a definition of serious ill health exemption from the tax charge, but as currently worded it does not appear to provide the exemption to the LGPS. This issue is being pursued by DCLG with HMRC.
- 4.12 The matter was discussed at the LGPS Policy Review Group on 18 January 2011 and DCLG has confirmed that minor changes required to the LGPS Regulations will commence once the HMRC provisions have been finalised at the end of February.

HMRC Consultation on Early Access to Pension Savings

- 4.13 A response (Appendix 2) has been submitted to HMRC to the consultation document dated December 2010 seeking views on proposals to allow members in financial difficulties to be able to access their pension benefits early. The National Association of Pension Funds has criticised the proposals which it says would undermine auto-enrolment and create more administrative complexity.

Contracted-out National Insurance Rebates

- 4.14 The contracted-out National Insurance rebate rates for defined benefit schemes including the LGPS, which will apply from 6 April 2012, are 3.4% for employers' secondary Class 1 contributions and 1.4% for employees' primary Class 1 contributions. This represents a drop of 0.3% and 0.2%, respectively, in the employers' and the employees' contribution rebates.

5.0 RELEVANT RISKS

- 5.1 The HMRC proposals on recovery of Annual Allowance charges from the Pension Fund are likely to result in greater administrative complexity and costs to MPF.
- 5.2 The proposals to allow early access to accrued pension rights would be likely to result in a reduction in the individual's financial provision for retirement, additional complexity and costs for the Scheme and possible abuse of the tax rules.

6.0 OTHER OPTIONS CONSIDERED

- 6.1 None.

7.0 CONSULTATION

- 7.1 Consultation was undertaken with all scheme employers regarding the draft Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011 and responses have been reflected in the response sent to DCLG.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1 None arising from this report.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

9.1 The reduction in contracted out national insurance rebates from April 2012 will increase employers and scheme members costs

10.0 LEGAL IMPLICATIONS

10.1 None arising from this report.

11.0 EQUALITIES IMPLICATIONS

11.1 None arising from this report.

11.2 Equality Impact Assessment (EIA)

(a) Is an EIA required? No

12.0 CARBON REDUCTION IMPLICATIONS

12.1 None arising from this report.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 None arising from this report.

FNCE/52/11

REPORT AUTHOR: PETER MAWDSLEY
DEPUTY HEAD OF PENSION FUND
telephone: 0151 - 242 1390
email: petermawdsley@wirral.gov.uk

APPENDICES

- 1 - Response to DCLG on Draft Discretionary Payments Regulations.
- 2 - Response to HMRC on Early Access to Pension Savings Consultation.
- 3 - Letter to the Chancellor of the Exchequer on proposed increases to employee contributions.

REFERENCE MATERIAL

HMRC Consultation document on Proposals for Early Access to Pension Savings December 2010.

LGA letter dated 16 February 2011 to Chancellor of the Exchequer
<http://www.lge.gov.uk/lge/aio/10150853>

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
LGPS update report presented to each meeting of the Pensions Committee	

APPENDIX 1 Response to DCLG on Draft Discretionary Payments Regulations

Sandra Layne
Workforce Pay and Pensions Division
DCLG
Zone 5/G6 - Eland House,
Bressenden Place,
London,
SW1E 6DE

Our Ref: PS/PM
Your Ref:
Direct Line: 0151 242 1390
Please ask for: Peter Mawdsley

Date: 2 March 2011

Dear Sandra,

DRAFT - THE LOCAL GOVERNMENT (DISCRETIONARY PAYMENTS) (INJURY ALLOWANCES) REGULATIONS 2011

I refer to your letter dated 22 December 2010 and to the draft regulations that were attached and I am responding to the invitation for comments on behalf of Wirral Council in its role as an employing body and in its capacity as the Administering Authority of the Merseyside Pension Fund.

The Merseyside Pension Fund deals with the LGPS pension administration on behalf of the 33 scheduled scheme employers (including the 5 Merseyside District Councils), and 78 admission employer's on Merseyside and elsewhere throughout the UK.

Injury Provisions

The Fund has consulted with all its constituent admission employers on the use made of the injury provisions and received replies from 10 of the 78 admission employers.

Of those employers who responded none had a policy on award of injury benefits under Part V of the 1996 Regulations, or had ever made any such award. None of those who responded was aware of ever having had an employee who suffered an injury resulting in loss of earnings or employment. One employer confirmed that it would rely on its employers liability insurance to deal with any claim for compensation should a case arise.

I confirm that having consulted with all scheme admission bodies in this Fund that such bodies do not routinely exercise their powers to award injury allowances under the provisions of the Local Government (Discretionary Payments) Regulations 1996. The Fund therefore does not believe that any transitional protections should be needed to deal with the transition between the old and new regulations other than to provide that an application for an injury award received before the coming into force date of the new regulations should continue to be dealt with as though the old regulations continued to apply.

Changes to IDRP process for Injury Awards

The removal of the Secretary of State in deciding future injury award appeal cases, to bring this in to line with other appeals under the Pension Scheme Regulations is noted. This change should apply in respect of any new applications to reconsider a decision received by employers from the coming into force date of the regulations.

The proposal to require an Independent Registered Medical Practitioner to certify an employee's injury/disease before an injury allowance can be awarded is supported.

Other Matters

The Fund notes the proposed revocation of the Gratuities Part as it is time expired and no longer required.

The Fund welcomes the inclusion of the required references to "nominated co-habiting partners" for equality reasons.

If you require any further information or assistance please do not hesitate to contact me.

Yours sincerely

Deputy Head of Pension Fund

APPENDIX 2 - Response to HMRC consultation on Early Access to Pensions Savings

Early Access to pension savings
Pensions & Pensioners Team
Room 2/S1,
HM Treasury
1 Horse Guards Road,
London,
SW1A 2HQ

Our Ref: PS/PM

Your Ref:

Direct Line: 0151 242 1390

Please ask for: Peter Mawdsley

Date: 24 February 2011

Dear Sirs,

CALL FOR EVIDENCE ON ACCESS TO PENSION SAVINGS

I refer to your consultation document dated December 2010 and respond on behalf of Wirral Council as the administering authority of the Merseyside Pension Fund.

Wirral Council is responsible for the administration of the Merseyside Pension Fund which is part of the Local Government Pension Scheme (LGPS). The Merseyside Pension Fund deals with the LGPS pension administration and investments on behalf of the 5 Merseyside District Councils, and over 100 other employers on Merseyside and elsewhere throughout the UK.

The Fund has over 50,000 active contributing members, 41,359 pensioners and just over 34,000 deferred pensioners. It is responsible for the investment and accounting for a pension fund of £4.9 billion. The LGPS is a defined benefit, final salary public sector occupational scheme.

The Fund believes that the proposals are unsatisfactory in seeking to further undermine what little pensions saving towards provision for old age and retirement is currently taking place in the Country and another example of confused and contradictory policy on the part of the Government and HMRC.

The Fund believes that it is currently the position that large numbers of people are failing to make adequate financial provision for their retirement by way of pensions saving.

This position has been getting worse over time, at the same time as people are living longer due to improvements in longevity and as a result they will therefore be unable to live comfortably in their old age and pose a financial burden on state welfare benefits.

The Fund believes that the most appropriate approach to ensuring adequate financial provision in retirement is for all individuals to be required to make contributions on a compulsory basis from their earnings during employment with a contribution from employers.

The Fund believes that the new NEST arrangements are fundamentally flawed in that they will continue to allow those people who choose to opt out of all pension

provision to do so, and rely instead on state benefits funded by the population as a whole.

Giving an opportunity for people to draw part of their accrued pension rights early to meet financial hardship or urgent family needs will inevitably result in reductions to the amount available to them from their pension arrangements when they reach retirement age. The Fund believes that current welfare support for unemployment should continue to be available rather than permitting the individual to cash in their pension early to deal with this circumstance.

The administrative rules and arrangements needed to introduce such an early release facility would add further to the complexity and costs of implementing pension schemes regulations and could be open to abuse.

The Government might wish to consider instead making financial provision available from Government funds to individuals to cope with extreme instances of financial hardship like losing their home through repossession, with such financial assistance recouped when the individual can afford to repay it from future earnings or the eventual sale of the property.

The Fund believes that the proposals for early access to pension savings will create not only the risk of but the likelihood of a reduction in adequate financial provision in retirement.

Please do not hesitate to contact me if you require any further information or assistance.

Yours faithfully,

Deputy Head of Pension Fund

APPENDIX 3 - Letter to Chancellor of the Exchequer on Contribution Increases

Our Ref:

Your Ref:

Direct Line: 0151 242 1390

The Right Honourable George Osborne MP
Chancellor of the Exchequer
HM Treasury
1 Horse Guards Road,
London,
SW1A 2HQ

Please ask for: Peter Mawdsley

Date: 23 February 2011

Dear Mr Osborne,

Local Government Pension Scheme - Proposals to increase employee contribution rates

I write on behalf of Wirral Council as the Administering Authority for the Merseyside Pension Fund, in response to the HM Treasury proposals to increase employee contributions to the Scheme by 3.2%.

Wirral Council is responsible for the administration of the Merseyside Pension Fund, which is part of the Local Government Pension Scheme (LGPS). The Merseyside Pension Fund deals with the LGPS pension administration and investments on behalf of the five Merseyside District Councils, and over 100 other employers on Merseyside and elsewhere throughout the UK.

It has over 49,000 active contributing members, 41,359 pensioners and over 34,000 deferred pensioners. It is responsible for the investment and accounting for a fund of £4.9 billion.

I am aware of the letters dated 16 February 2011 on this subject sent to you by the Local Government Group (LGG) and dated 9 February 2011 by Tameside MBC and wish to support their requests that the proposed arbitrary increase in employee contributions be reconsidered. I feel that the best approach for a funded public sector scheme which currently has a positive cash flow is to consider the total make up of the scheme in terms of benefits and contributions and not just to focus on one aspect i.e. contributions.

The LGG and Tameside have made a strong case that an arbitrary increase in contributions will lead to an increase in the numbers opting out of the Scheme which would undermine the attempt to raise the target additional income of £900 Million.

The risk of higher than expected optant-outs will be increased further if following the Hutton Commission Final Report there are proposals that the existing benefit arrangements are drastically altered. In a time of pay restraint many people will be unlikely to be willing or able to pay considerably more in contributions for a pension scheme which may offer what may be considered by many employees an inferior pension package.

In a survey undertaken with the Fund membership as part of our response to Lord Hutton's request for evidence 39% of the 1,952 respondents indicated that if it were proven that there was justification for such a change that they would be willing to pay additional contributions to retain the existing final salary benefits package. This indicates that our membership clearly appreciate the relationship between the contributions paid and the benefits received.

In applying an arbitrary increase to employee contributions across all of the public sector schemes, the distinctive nature of each of those schemes is ignored. The LGPS already has higher employee contributions than most of the unfunded public sector schemes, indeed the Local Government Group make the case that "highly paid members of some other public service schemes will be paying a lower contribution rate than the lowest paid workers in local government".

Relevant factors particular to the LGPS for consideration are:

The LGPS is a funded scheme

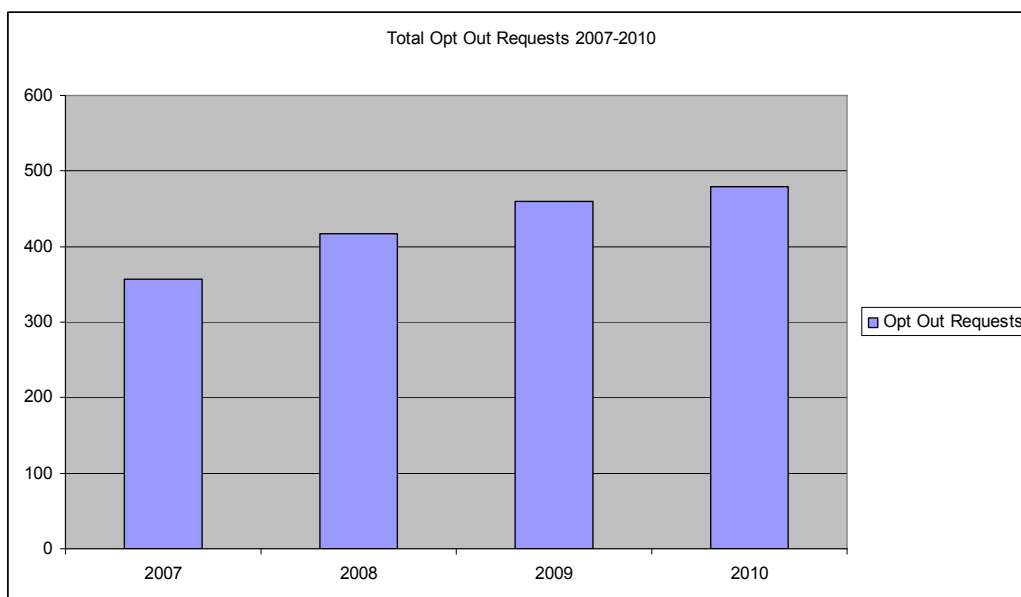
This means that any change in benefit structure or change in retirement age will have an immediate impact on employer costs. This was illustrated by the change in the measure of inflation from RPI to CPI and taking account of the pay freeze in determining the 2010 actuarial valuation assumptions. Funding levels improved and employer contribution rates were lower than would have otherwise been the case. Thus significant cost savings have already flowed through into the costs of the LGPS in a way that will not have occurred within the Pay as you Go public sector schemes.

The demographics of the LGPS are different

The nature of the work undertaken in local government and employees' work patterns, means that the benefits earned by LGPS members are on average, a lower value than other public sector schemes and the proportion of staff on lower pay bands is greater. The contribution rates for part time employees in the Scheme (many of whom are female) are determined based on the full time equivalent pay. The consequences of these demographic differences and the starting point of banded employee contribution rates means that if consistent protection for those on lower pay scales across public sector schemes is applied, then the necessary increases for employees on higher pay must be correspondingly higher for LGPS scheme members.

Increasing employee contribution rates – impact on members opting out

This means that employees on similar pay levels in different public sector organisations are likely to be paying materially different employee contribution rates and thus, those on higher rates will have a greater incentive to opt out. In reaching a decision, on any increases in employee contributions, it is important to consider cross-public sector comparisons and fairness. The Fund has analysed the number of members requesting to opt out of Merseyside Pension Fund over recent years and as can be seen from the chart below this already demonstrates a trend of increasing numbers of employees opting out faced with increased living costs and the impact of a pay freeze.



In summary, the Fund believes that the potential scale of increase to employee contributions in the LGPS will have a long term adverse impact on the sustainability of the Scheme and that it will not generate the target level of additional income. A better way forward would be to develop the LGPS to create a revised scheme that best meets the needs of Government, employers, employees and other stakeholders. The work of Lord Hutton should create a framework for progressing this review.

The Merseyside Pension Fund supports the call of the Local Government Group and others for the Government to enter into a dialogue with employers and unions in order to consider further how best to achieve the Government's aims.

Yours sincerely

Director of Finance

**WIRRAL COUNCIL
PENSIONS COMMITTEE
29 MARCH 2011**

SUBJECT:	MEMBERS TRAINING
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR GEOFFREY WATT
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

- 1.1 This report informs Members of the next training day, arranged to take place at the Cunard Building on 14 June 2011.

2.0 RECOMMENDATION

- 2.1 That Members attend the training day.

3.0 REASON/S FOR RECOMMENDATION

- 3.1 The training day on 14 June 2011 forms part of the training plan for 2011, as agreed by Pensions Committee on 11 January 2011.
- 3.2 The theme of the training day is responsible investment, which is an increasingly topical subject in the investment world and now seen to be a part of the fiduciary duty of those acting as pension fund trustees. A provisional agenda is attached as an appendix to this report.
- 3.3 The training event will feature presentations from PIRC (the corporate governance research and proxy voting provider), Councillor Ian Greenwood (Chair of Local Authority Pension Fund Forum and Leader of Bradford Council) and Will Oulton of Mercer. The presentations will cover key issues in corporate governance, the practice of shareholder engagement with companies and the investment risks and opportunities arising from climate change.

4.0 BACKGROUND AND KEY ISSUES

- 4.1 The Statement of Investment Principles states that “an ongoing training programme (updated annually) for Committee Members [*is provided*] to ensure that decision-making is undertaken on an informed basis.”
- 4.2 There is a regulatory requirement for LGPS funds to state their compliance with the Myners Principles, which recommended that those serving as trustees of pension funds receive regular training to support them in their work.

5.0 RELEVANT RISKS

5.1 Training of Members of the Pensions Committee is seen as integral to the good governance and effective risk management of Merseyside Pension Fund.

6.0 OTHER OPTIONS CONSIDERED

6.1 Other training opportunities will be available to Members throughout the year.

7.0 CONSULTATION

7.1 Members are invited to submit ideas for future training events.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1 There are none.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

9.1 The cost of the training day is included with the training budget.

10.0 LEGAL IMPLICATIONS

10.1 There are none.

11.0 EQUALITIES IMPLICATIONS

11.1 There are none.

11.2 Equality Impact Assessment (EIA)

- | | |
|---------------------------------------|----|
| (a) Is an EIA required? | No |
| (b) If 'yes', has one been completed? | No |

12.0 CARBON REDUCTION IMPLICATIONS

12.1 One of the presentations will address the implications of climate change for the investment strategy.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 There are none.

FNCE/53/10

REPORT AUTHOR: Owen Thorne
Investment Officer
telephone: (0151 242 1301)
email: owenthorne@wirral.gov.uk

APPENDICES

Draft agenda, training day 14 June 2011

REFERENCE MATERIAL

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Pensions Committee (training plan)	11 January 2011
Pensions Committee (Statement of Investment Principles)	16 November 2010

MPF - Internal Training Day

Cunard Building, 6th floor Banqueting Suite

14 June 2011

Agenda

10.00 Coffee and registration

10.15 Opening remarks: overview of the approach to responsible investing – *Peter Wallach & Owen Thorne, MPF*

10.25 From executive pay to women on boards: tackling the key issues in corporate governance today – *Alan MacDougall (and Tom P?), PIRC*

11.00 Leading the charge: a first-hand account of engaging with companies on ESG issues – *Councillor Ian Greenwood, Chair of LAPFF & Leader of Bradford Council*

11.30 Coffee break

11.45 Climate Change Scenarios – Implications for Strategic Asset Allocation – *Will Oulton (tbc), Principal, Mercer*

12.15 Post Hutton Report: where next for the LGPS – *Tim Hazlewood (tbc), LGE*

13.00 Lunch

**WIRRAL COUNCIL
PENSIONS COMMITTEE
29 MARCH 2011**

SUBJECT:	CIPFA KNOWLEDGE & SKILLS FRAMEWORK – INTERIM COMPLIANCE STATEMENT
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR GEOFFREY WATT
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

- 1.1 This report proposes a response to the best practice guidance issued by CIPFA in relation to the compliance of Local Government Pension Schemes (LGPS) with the Knowledge & Skills Framework.

2.0 RECOMMENDATION

- 2.1 That Members approve the inclusion of an interim compliance statement in the annual report.

3.0 REASON/S FOR RECOMMENDATION

- 3.1 Local Government Pension Scheme Administering Authorities are required to report on a 'comply or explain' basis their adoption of, and compliance with, the Myners Principles. The first of these principles, *effective decision making*, requires LGPS funds to ensure that:
- decisions are taken by persons or organisations with the skills, knowledge, advice and resources necessary to make them effectively and monitor their implementation; and
 - those persons or organisations have sufficient expertise to be able to evaluate and challenge advice they receive, and manage conflicts of interest.
- 3.2 The compliance statement represents a key element in complying with this principle.

4.0 BACKGROUND AND KEY ISSUES

4.1 The CIPFA guidance recommends that all public service organisations responsible for the financial administration of public sector pension schemes adopt a statement that attests to the points below as part of their annual reporting practice.

a) This organisation will create and maintain:

- a policy statement that sets out how it intends that the pension finance knowledge and skills necessary to discharge its duties as a financial administrator of a public sector pension scheme shall be acquired, maintained and developed
- a knowledge and skills strategy that sets out how the organisation will seek to achieve the policy aims set out above and prescribes how it will manage, control and report upon these activities

b) The content of the strategy will reflect the recommended knowledge and skills level requirements set out in the CIPFA Pensions Finance Knowledge and Skills Frameworks, or, where the organisation has not adopted the CIPFA guidance, the organisation should state what alternative basis it has selected to determine, develop and measure skills requirements of those individuals.

c) This organisation has delegated responsibility for the implementation and monitoring of its training policies and practices to a senior officer.

4.2 A draft statement of compliance is given at Appendix 1. The annual report will include a report of achievements against the training plan.

5.0 RELEVANT RISKS

5.1 Failure to comply with the Myners Principles will result in criticism from regulatory bodies.

6.0 OTHER OPTIONS CONSIDERED

6.1 None

7.0 CONSULTATION

7.1 Discussed at the Governance and Risk Working Party on 26 January 2011

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1 None

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

9.1 The additional requirements will be contained within the existing budget and the resources allocated to training.

10.0 LEGAL IMPLICATIONS

10.1 None. This is best practice guidance.

11.0 EQUALITIES IMPLICATIONS

11.1 None

11.2 Equality Impact Assessment (EIA)

- (a) Is an EIA required? No
(b) If 'yes', has one been completed? No

12.0 CARBON REDUCTION IMPLICATIONS

12.1 None

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 None

REPORT AUTHOR: Peter Wallach
Head of Pension Fund
telephone: (0151) 242 1309
email: peterwallach@wirral.gov.uk

APPENDICES

1. Draft compliance statement

REFERENCE MATERIAL

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Pensions Committee	23 March 2010
Pensions Committee	27 September 2010
Pensions Committee	11 January 2011

POLICY STATEMENT

Merseyside Pension Fund recognises the importance of ensuring that all staff and Members charged with financial management and decision making with regard to the pension scheme are fully equipped with the knowledge and skills to discharge the duties and responsibilities allocated to them. It therefore seeks to appoint individuals who are both capable and experienced and it will provide/arrange training for staff and Members of the pension decision-making bodies to enable them to acquire and maintain an appropriate level of expertise, knowledge and skills.

Our training plan sets out how we intend the necessary pension finance knowledge and skills to be acquired, maintained and developed. The plan reflects the recommended knowledge and skills level requirements set out in the CIPFA Pensions Finance Knowledge and Skills Frameworks.

The Pensions Committee has designated the Director of Finance to be responsible for ensuring that policies and strategies are implemented.

ACTIVITY IN YEAR

MPF has conducted a training needs assessment and, based on the outcome, formulated a training plan.

The following training against the plan has been provided during the year.

As the officer nominated by the Pensions Committee responsible for ensuring that the training policies and strategies are implemented, the Director of Finance can confirm that the officers and Members charged with the financial management of and decision making for the pension scheme collectively possessed the requisite knowledge and skills necessary to discharge those duties and make the decisions required during the reporting period.

(A detailed explanation of the training undertaken and its various elements will be provided here in the annual report).

WIRRAL COUNCIL

PENSIONS COMMITTEE

29 MARCH 2011

SUBJECT:	<i>EXTENSION OF PIRC CONTRACT</i>
WARD/S AFFECTED:	<i>ALL</i>
REPORT OF:	<i>DIRECTOR OF FINANCE</i>
RESPONSIBLE PORTFOLIO HOLDER:	CLLR GEOFFREY WATT
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

- 1.1 The purpose of this report is to seek approval for a six month extension of the contract with PIRC to provide corporate governance research and comprehensive proxy voting services.
- 1.2 An exempt report elsewhere on this agenda contains commercially sensitive information. Release into the public domain would prejudice a future procurement exercise.

2.0 RECOMMENDATION/S

- 2.1 That Members approve the extension of the contract with PIRC for the provision of this service to 30 September 2011.
- 2.2 That Members authorise officers to commence a procurement exercise for the re-tendering of this contract, and to report a recommendation for appointment to the September 2011 meeting of the Pensions Committee.

3.0 REASON/S FOR RECOMMENDATION/S

- 3.1 The active exercising of the voting rights attached to shareholdings in the UK and overseas equity portfolios is a fundamental part of the policy on responsible ownership, as out-lined in the Statement of Investment Principles. MPF has engaged PIRC to be the key service provider in this area and has adopted the PIRC Global Shareholder Voting Guidelines.
- 3.2 MPF has significant investments in UK companies, due to their weighting in the strategic asset allocation. Therefore, voting at the AGMs of UK companies has the highest priority in the voting policy. The 'AGM season' in the UK is concentrated between the months of April and July. This is when the AGMs of companies that represent some of the largest shareholdings (including in the banking and oil & gas sectors) take place. Therefore, it is judged to be inadvisable to tender for a service provider during the busiest time of year for shareholder voting activity. Conducting the tender exercise after the main UK voting season has concluded will enable a better and more timely basis for comparison of different service providers.

4.0 BACKGROUND AND KEY ISSUES

- 4.1 The Pensions Committee awarded a three-year contract to PIRC, for the delivery of corporate governance research and proxy voting services, on 31 March 2008. This contract runs out on 31 March 2011. PIRC has agreed to extend the contract until 30 September 2011 with no increase in fees. This will ensure that the voting policy continues to be carried out during the busiest time of year for proxy voting; it will also allow adequate time for a procurement exercise to be conducted that will assess service providers on their most recent activity.

5.0 RELEVANT RISKS

- 5.1 To allow the PIRC contract to lapse, without alternative provision in place, would result in the failure to deliver a key part of the investment strategy. This would mean that the MPF failed to meet its commitments to the U.N. Principles for Responsible Investment and the UK Stewardship Code.

6.0 OTHER OPTIONS CONSIDERED

- 6.1 Directing investment managers to carry out shareholder voting in respect of their particular mandates would require the re-negotiation of contracts, with likely implications for investment management fees and a loss of control over the direction of voting policy. Therefore, this option is not recommended. Likewise, to attempt to carry out this activity in-house to an acceptable standard, would require significant additional staffing resources, which is not recommended.

7.0 CONSULTATION

- 7.1 No specific consultation has been carried out on this issue.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 8.1 There are none.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 9.1 The contract extension will be on a pro rata equivalent to the fee charged by PIRC for 2010. There is existing budget provision to meet this cost.

10.0 LEGAL IMPLICATIONS

- 10.1 There will be no changes needed to the existing contract with PIRC.

11.0 EQUALITIES IMPLICATIONS

- 11.1 There are none.

11.2 Equality Impact Assessment (EIA)

- | | |
|---------------------------------------|----|
| (a) Is an EIA required? | No |
| (b) If 'yes', has one been completed? | No |

12.0 CARBON REDUCTION IMPLICATIONS

12.1 Changes in the law concerning company narrative reporting require UK corporates to report on their carbon reduction plans and activities. This forms part of the corporate governance research carried out by PIRC.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 There are none.

FNCE/56/11

REPORT AUTHOR: *Owen Thorne*
Investment Officer
telephone: 0151 242 1301
email: owenthorne@wirral.gov.uk

APPENDICES

Exempt report on this agenda.

REFERENCE MATERIAL

PIRC Global Shareholder Voting Guidelines.

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Pensions Committee	31 March 2008

This page is intentionally left blank

**WIRRAL COUNCIL
PENSIONS COMMITTEE
29 MARCH 2011**

SUBJECT:	CHARGING POLICY
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER:	GEOFFREY WATT
KEY DECISION	YES

1.0 EXECUTIVE SUMMARY

- 1.1 This report reviews current the charges made by the MPF for services provided to service users and employers.
- 1.2 Provision of the Pensions Administration service by the Council in its role as Administering Authority of the Merseyside Pension Fund under Regulation 30 and Schedule 4 of the LGPS (Administration) Regulations 2008 is a statutory duty.

2.0 RECOMMENDATION

- 2.1 That Members confirm the existing charges as set out in the schedule at Appendix 1.

3.0 REASONS FOR RECOMMENDATION

- 3.1 The current charging policy enables MPF to recover a contribution towards the operating costs in the following areas:
 - a. Charges for calculation work involved, and provision of information, in connection with Pensions Sharing on Divorce.
 - b. Charges for courses provided directly by MPF or on behalf of employers.
 - c. Charges for work on the administration of the Fire Pension Scheme on behalf of the Merseyside Fire & Rescue Authority.
 - d. Charges for failure of employers to carry out their responsibilities under the LGPS regulations as set out in the Pensions Administration Strategy.
- 3.2. The charges need to be reviewed on a regular basis.

4.0 BACKGROUND AND KEY ISSUES

- 4.1 MPF raises income from a number of charges intended to recover certain additional costs which it may incur as outlined below:

PENSIONS SHARING ON DIVORCE

- 4.2. Charges for pensions sharing on divorce work including implementation of pensions sharing orders on divorce and provision of the estimated cash equivalent value of accrued Scheme benefits, (if such an estimate has already previously been provided within the previous 12 month period). Pension Schemes may recover the reasonable administrative costs of providing information and putting pension sharing orders into operation. Without this option other scheme members would in effect cross subsidise the additional costs of divorce work.
- 4.3 The current charging policy was approved by the Pensions Committee on 3 January 2001 (Minute 29 refers), having regard to: the amount of time required to process an average case, the level of charges recommended by the National Association of Pension Schemes (NAPF) and the charges determined by other comparable local authority pension funds at that time:-

Provision of estimated cash equivalent value plus VAT **£150**

Implementation of pension sharing order plus VAT **£500**

- 4.4 The recommended range of charges published by the NAPF at that time was:

Pensions Sharing Order	Cash Equivalent Estimate
Maximum £750	£150 per quote

- 4.5 The total income to the Merseyside Pension Fund net of VAT from pension sharing work carried out for the current and previous financial years is as follows:

Period	Amount
1/4/2009 - 31/03/2010	£3,543
1/4/2010 - 31/12/2010	£2,207

All of the income in the current and previous year relates to pension sharing orders as no requests for additional cash equivalent estimates were received.

The total cumulative amount recovered in charges for work on divorce since 1 December 2000 is £34,825.

- 4.6 The current level of charges agreed by other comparable local authority funds and the amounts recommended by NAPF are as follows:

Current charges in force for divorce work

Fund	Pensions Sharing Order	Cash Equivalent Estimate
South Yorkshire	£350 + VAT	None
West Yorkshire	£350 + VAT	£50 + VAT
Greater Manchester	£600 including VAT	£180 including VAT
Tyne and Wear	£400 + VAT	£60 + VAT
West Midlands	£420 + VAT	£75 + VAT
NAPF	£1,100 to £2,350	£150 to £200

- 4.7 Having regard to: the amount of work involved in providing the information required in connection with divorce work, the actual levels of charges fixed by comparable local authority pension funds as shown above and the latest charges recommended by the NAPF, Members are recommended to confirm that the current scale of charges for work in connection with divorce in operation at MPF are retained unchanged at the present time.
- 4.8 In line with recommendations made by Internal Audit the level of these charges together with any others introduced in respect of pension fund activities will be subject to annual review and reported to the Pensions Committee.

CHARGES FOR COURSES

Employer Hosted Courses

- 4.9. MPF provides a portfolio of courses for members to attend, by arrangement with their employer. The courses vary in content, but all essentially involve work in advertising, administration and delivery by the Communications Team.
- 4.10. External speakers are used from a list of retained providers on State Pension (DWP), Independent Financial Advisors, Additional Voluntary Contribution (AVC) Providers, Solicitors and Health Professionals. These courses are well received by both employers and members, and there is increasing activity particularly in respect to courses related to severance and redundancy programmes.
- 4.11 If an employer has between 12 and 20 staff to attend a given course, then this is usually provided at a location within their offices. A course fee of £250 per day is charged to the employer, to cover administration costs & resources. A cancellation policy of £55 for the day if notice is between 15 - 28 days of the delivery date; with the full cost of £250 charged if 14 days or less notice is given by the employer.

In the period 1 January 2010 - 31 December 2010, the following courses were delivered:

Course Title	No of Courses	No of Members	Income
Mid-Life Planning	3	79	£ 750
Retirement Planning	7	110	£1,750
		Total	£2,500

Fund Hosted Courses

- 4.12. Many employers cannot provide 12 or 20 staff to have a viable course hosted on their premises. MPF regularly advertises a programme of courses delivered at the Cunard Building, Liverpool. The nominal charge of £50 per delegate covers training, course materials, lunch and refreshments during the day. A cancellation charge of £25 per delegate is made if notice is between 15 - 28 days of the delivery date; with the full cost of £50 per delegate charged if 14 days or less notice is given by the employer.
- 4.13 Whilst not advertised on the main members' website, MPF is occasionally approached by individual members to attend a course hosted at the Cunard. The charging mechanism is the same per delegate rate, and invoicing, payment and receipt are made as appropriate.

In the period 1 January 2010 - 31 December 2010, the following courses were delivered:

Course Title	No of Employers	No of Members	Income
Mid-Life Planning	12	90	£3,600
Retirement Planning	18	73	£3,900
		Total	£9,900

A maximum of 8 delegates are charged for at the cost of £50 each (£400 in total) in respect of an individual employer with no additional charge for additional delegates.

General & Topic Specific Presentations

- 4.14 In addition to courses, MPF provides presentations and 'surgery' sessions for members on an ad-hoc basis as requested by employers. There is no charge made to employers for the provision of these services. For resource management purposes, the Principal Communications Officer assesses each request on its merits, and if required, negotiates with employers for a more cost-effective alternative method of delivery if required.
- 4.15 Members are recommended to confirm that the current scale of charges for provision of courses is retained unchanged at the present time.

PROVISION OF PENSION ADMINISTRATION SERVICES TO MERSEYSIDE FIRE AND RESCUE AUTHORITY (MFRA)

- 4.16 Since the abolition of Merseyside County Council on 31 March 1986 the Merseyside Pension Fund has by agreement continued to provide a pensions calculation and administration service to the Merseyside Fire & Rescue Authority (MFRA) to enable it to administer the Fire Pension Regulations.
- 4.17 MFRA pays an annual sum to cover the staffing costs required to carry out this work in accordance with a Service Level Agreement dated 3 July 2006. The charges are related to the estimated work undertaken and indexed to annual changes in a specified salary point. The amount recharged for financial year 2009/2010 was £74,716.89.
- 4.18 MFRA also meets the fees and charges in respect of the Fire Pensions modules of the AXIS computerised pensions administration system used to deal with the Fire scheme.
- 4.19. Members are recommended to confirm that the current charges for provision of services to MFRA are retained unchanged at the present time.

FAILURE OF EMPLOYERS TO CARRY OUT THEIR RESPONSIBILITIES UNDER THE LGPS REGULATIONS

- 4.20 Recovery of additional costs falling on the Pension Fund arising an employers performance in carrying out their responsibilities under the LGPS regulations. Regulation 43 of the LGPS (Administration) Regulations 2008 refers:-

This regulation applies where, in the opinion of the Administering Authority, it has incurred additional costs which should be recovered from an employing authority because of that employing authority's level of performance in carrying out its functions under these Regulations or the Benefits Regulations.

- 4.21. The details of such charges are set out in section 10 of the Pensions Administration Strategy as follows:

Additional costs to Merseyside Pension Fund in the administration of the LGPS that are incurred as a direct result of an employer's poor performance will be recovered from the employing authority.

- 4.22 Circumstances where such additional costs will be recovered from the employing authority are as follows:

- Persistent failure to provide relevant information to the Administering Authority, scheme member or other interested party in accordance with service standards and performance measures (either as a result of timeliness, delivery or quality of information);
- Failure to pass relevant information to the Scheme member or potential members;
- Failure to deduct, and pay Merseyside Pension Fund, the correct employee and employer contributions within the stated timescales;

- Instances where the performance of the employing authority results in fines being levied against the Administering Authority by the Pension Regulator, Pensions Ombudsman or other regulatory body; and
- Additional costs incurred in providing expert third party advice in administering the Scheme on behalf of the employer, including but not exclusive to actuarial services, occupational medical practitioner services and legal services.

4.23 Where the Merseyside Pension Fund determines cost recovery is appropriate, written notice will be given to the employing authority stating:

- a. The reasons in their opinion that the employing authority's poor performance resulted in the additional cost;
- b. The amount of the additional cost incurred;
- c. The basis on how the additional cost was calculated; and the provision within the Pension Administration Strategy relevant to the decision to give notice

LATE RECEIPT OF CONTRIBUTIONS

4.24 Regulation 42 (2) of the LGPS Regulations 2008 requires employer authorities to pay employee contributions to the Administering Authority within 19 days of the end of the month to which they relate. The Administering Authority can charge interest on late payments.

4.25. The scale of late payments is very low, and does not represent any material risk to MPF. Nevertheless, MPF does remind employers of their obligations, and will, where it is cost effective, raise charges for such late payments as permitted.

RECOVERY OF ACTUARIAL COSTS

4.26. Merseyside Pension Fund commissions work from actuaries on behalf of employers:-

- a. For work on human resources issues, such costs are initially paid by MPF, but then recovered from the employers concerned.
- b. For work to meet employers' accounting requirements, mainly the annual FRS 17 disclosure exercise, actuarial costs are recovered from the employers. These disclosures tend to be completed as bulk exercises. However, the standard unit charge to employers will vary according both to the year end date, with charges lowest for the most common year end of 31 March, and the amount of generic work required, e.g. completing auditors' questionnaires. In addition, there are significant initial costs incurred by the actuary, and recovered from employers, when an employer requires an FRS 17 disclosure for the first time.

5.0 RELEVANT RISKS

- 5.1 The risk of additional costs falling on MPF and being passed on to all employers as a result of the failure of an individual scheme employer is mitigated by the ability to recharge these costs.

6.0 OTHER OPTIONS CONSIDERED

- 6.1 None.

7.0 CONSULTATION

- 7.1 Consultation was undertaken with all scheme employers and representatives of other stakeholders before the current Pensions Administration Strategy was approved by Pensions Committee on 17 November 2009 (Minute 70 refers).

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 8.1 None arising from this report.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 9.1 The income derived from the activities set out above reduces the amount recharged to scheme employers through the contribution rate and seeks to recover specific costs which are attributable to individual members or employers.

10.0 LEGAL IMPLICATIONS

- 10.1 None arising from this report.

11.0 EQUALITIES IMPLICATIONS

- 11.1 None arising from this report.

- 11.2 Equality Impact Assessment (EIA)

(a) Is an EIA required? No

12.0 CARBON REDUCTION IMPLICATIONS

- 12.1 None arising from this report.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

- 13.1 None arising from this report.

REPORT AUTHOR: PETER MAWDSLEY
DEPUTY HEAD OF PENSION FUND
telephone: 0151 – 242 - 1390
email: petermawdsley@wirral.gov.uk

FNCE/50/11

APPENDICES

Appendix 1 - Charging Schedule

REFERENCE MATERIAL

Pensions Administration Strategy – November 2009.

Details of charges for divorce work recommended by the NAPF and those made by other pension funds

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Pensions Committee – Pensions Administration Strategy	17 November 2009

APPENDIX 1 - Proposed charging schedule - 29 March 2011

Subject	Details of Charges
<p>Pensions Sharing on Divorce</p> <p>Provision of additional cash equivalent valuation estimate.</p> <p>Implementation of Pensions Sharing Order</p>	<p>£150 plus VAT</p> <p>£500 plus VAT</p>
<p>Training courses provided for scheme employers</p> <p>Course fee including administration costs and resources</p> <p><u>Cancellation charges</u></p> <p>Notice between 15 - 28 days of delivery date</p> <p>Notice within 14 days or less of delivery date</p> <p>MPF Hosted Courses</p> <p>Individual delegate fee</p> <p>(A maximum of 8 delegates from an individual employer £400 in total with no additional charge for additional delegates from that employer).</p> <p><u>Cancellation charges</u></p> <p>Notice between 15 - 28 days of delivery date</p> <p>Notice within 14 days or less of delivery date</p>	<p>£250 per day</p> <p>£55</p> <p>£250</p> <p>£50</p> <p>£25</p> <p>£50</p>
<p>Additional costs falling on MPF as a result of employers failure to carry out responsibilities</p> <p>Actual additional costs incurred will be recovered.</p>	<p>As set out in the Pensions Administration Strategy</p>
<p>Pensions Administration Services to Merseyside Fire & Rescue Authority</p>	<p>Recovery of agreed costs as set out in the Service Level Agreement dated 5 July 2006.</p>

This page is intentionally left blank

WIRRAL COUNCIL

PENSIONS COMMITTEE

29 MARCH 2011

SUBJECT:	GOVERNANCE AND RISK WORKING PARTY
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR GEOFFREY WATT
KEY DECISION?	NO

1.0 EXECUTIVE SUMMARY

- 1.1 This report provides Members with the minutes of the Governance and Risk Working party held on 26 January 2011

2.0 RECOMMENDATIONS

- 2.1 That Members agree the minutes.
- 2.2. That the next meeting of the Governance and Risk Working party be arranged for 14 July 2011.

3.0 REASON/S FOR RECOMMENDATION

- 3.1 Minutes of the Governance and Risk Working Party are reported to Pensions Committee to ensure appropriate reporting and scrutiny of issues addressed by the Working Party.

4.0 BACKGROUND AND KEY ISSUES

- 4.1 The inaugural meeting of the Governance and Risk Working Party was held on 26 January 2011.

5.0 RELEVANT RISKS

- 5.1 None

6.0 OTHER OPTIONS CONSIDERED

- 6.1 None

7.0 CONSULTATION

- 7.1 Members were consulted on the role and frequency of meetings of the working party.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1 None

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

9.1 None

10.0 LEGAL IMPLICATIONS

10.1 None

11.0 EQUALITIES IMPLICATIONS

11.1 None

11.2 Equality Impact Assessment (EIA)

- (a) Is an EIA required? No
- (b) If 'yes', has one been completed?

12.0 CARBON REDUCTION IMPLICATIONS

12.1 None

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 None

FNCE/54/11

REPORT AUTHOR: PETER WALLACH
HEAD OF PENSION FUND
telephone: (0151) 242 1309
email: peterwallach@wirral.gov.uk

APPENDICES

Minutes attached.

REFERENCE MATERIAL

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Pensions Committee	28 June 2010

Minutes of the Meeting of the Governance and Risk Working Party

Wednesday 26 January 2011

In attendance:

(Acting Chair)	
Councillor Geoffrey C.J. Watt (WBC)	Peter Mawdsley (Deputy Head of MPF)
Councillor Anne Ibbs (Sefton)	Gerard Moore (Financial Controller)
Councillor Ann McLachlan (WBC)	Donna Smith (Fund Accountant)
Councillor Cherry Povall (WBC)	Margaret Rourke (Member Services Manager)
Councillor Dennis Knowles (WBC)	Yvonne Caddock (Member Services Manager)
Councillor Tom Harney (WBC)	Kevin Greenough (Benefits Manager)
Peter Wallach (Head of MPF)	Phil Goodwin (Unison)
Ian Coleman (Director of Finance)	Emma Jones (PA to Head of MPF)
David Taylor-Smith (Deputy Director of Finance)	

Apologies were received from:

Councillor Bill Anderton (St. Helens)	Guy Hayton (Operations Manager)
Councillor Peter Johnson (WBC)	Leyland Otter (Senior Investment Manager)
Councillor H Smith (WBC)	David Walsh (Unite)
Councillor A Jones (WBC)	

Approval of Minutes (*Agenda point for forthcoming meetings*).

PJW advised the G&RWP that in future, rather than electronic copies, paper copies of the pack will be sent out to members in advance of forthcoming meetings.

1. Divisional Plan

PJW reported that the Divisional Plan is still in draft form and is awaiting the official Wirral Corporate Planning template before the final version is submitted. It has two principal activities:-

- a) Investment Management
- b) Pensions Administration

The Plan explains how the Division's activities and projects will be delivered. It presents the framework for monitoring, reviewing and reporting performance throughout the year and the key risks and constraints

Full details are contained within the G&RWP papers.

Action Points

None

2. CIPFA Benchmarking Report

PGM reported on the findings of the latest benchmarking study of costs of providing of pensions administration by local authority funds undertaken by CIPFA during 2010, including the benefits, membership and pension's payroll functions of the LGPS. It excludes investment activities and Fire Authority Pensions work.

Full details are contained within the G&RWP papers.

Action Points

- a) To examine ways of providing further information for benchmarking including take up of scheme AVCs, look at qualifications held by MPF staff, to look at length of service of MPF staff compared to other Funds.
- b) To examine ways to collate the net performance of funds' investment costs in future surveys.

3. Audit Plan

GFM reported on the Audit Plan in order to discuss how the fund was addressing significant risks identified by Audit Commission. GFM set out his proposed response to these risks. He will continue to review these risks as the audit progresses.

Full details are contained within the G&RWP papers.

Action Points

None

4. Employers Unfunded Pension Liabilities

PGM confirmed the current arrangements in place to monitor levels of unfunded liability and the procedures in place in order to reduce the risk of financial losses resulting in the failure of an employer to meet its financial obligations to the Fund.

PGM informed the panel that the Fund is seeking to be flexible whilst at the same time providing security. To do this it is best to maintain the existing policy of prioritising the need for a bond but if this is not possible to look at the alternatives including charges on property or other assets, parent company guarantees or escrow type cash deposit arrangements.

Full details are contained within the G&RWP papers including a note from Mercer the Fund Actuary on Alternatives to Bonds.

Action Points

None

5. Knowledge & Skills Framework

PJW presented his report which set out CIPFA recommendations and sought Members' views on the training plan and implementation of the Knowledge & Skills Framework. The Fund's training programme includes attendance at Committee and Working Parties as well as the training plan brought to Pensions Committee annually and the induction pack produced for new members of the Committee. The paper sets out the six areas of knowledge recommended by CIPFA.

PJW advised that a schedule of training events would be published in the Fund's annual report as part of compliance with the Framework.

Full details are contained within the G&RWP papers.

Action Points

- a) A training needs analysis is to be issued to assist members in identifying further training needs,
- b) Explore the appropriateness of online training tools that could be offered to members.

6. Internal Dispute Resolution Procedure

PGM reported the details of the way the Fund meets its obligation under the LGPS regulations in terms of dealing with disputes. Suitable persons are appointed to deal with the applications at both stage 1 and stage 2 and there are rules which the Fund employs in order to make certain decision in relations to complaints. There are also certain responsibilities which an Authority has to meet and these are all set out in the regulations.

Full details are contained within the G&RWP papers.

Action Points

None.

7. Risk Register

PJW went through the Fund's register of its principal risks and the controls and measures put in place to mitigate and manage them. It was brought to Pensions Committee a year ago and is a framework to assess the Fund's risks at a gross level, and a net level once controls have been put in place.

Full details are contained within the G&RWP pack.

Action Points

None.

8. Any Other business

None.

9. Programme of G&RWP meetings 2011.

It was concluded that there should be another G&RWP in approximately six months and meetings to take place on a bi-annual basis.

Action Points

Dates of forthcoming meetings to be issued.

Date of Next Meeting

To be determined.

WIRRAL COUNCIL

PENSIONS COMMITTEE

29 MARCH 2011

SUBJECT	241 BROOKLANDS ROAD, WEYBRIDGE, SURREY – AIR CONDITIONING
WARD/S AFFECTED	ALL
REPORT OF	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER	COUNCILLOR GEOFFREY WATT
KEY DECISION	NO

1.0 EXECUTIVE SUMMARY

- 1.1 The report informs Members of the outcome of a recent tendering exercise in respect of air conditioning plant replacement works for 241 Brooklands Road, Weybridge which is owned by MPF as part of the direct property investment portfolio. The tendering exercise was conducted on behalf of MPF by CB Richard Ellis (CBRE).

2.0 RECOMMENDATION

- 2.1 That Members note the acceptance by the Director of Finance under delegation of the lowest tender submitted by Risby Air-Conditioning Company, for air conditioning plant replacement works at 241 Brooklands Road, Weybridge.

3.0 REASONS FOR RECOMMENDATIONS

- 3.1 Following a competitive tendering exercise based on a Builders Specification and the JCT Design and Build Contract (DB05) DB/G, the lowest cost tender was recommended by CBRE.

4.0 BACKGROUND AND KEY ISSUES

- 4.1 The existing ground floor tenant agreed to take a 10 year lease of the whole building. The heads of terms included the refurbishment of the first floor including air conditioning,
- 4.2 The timescale for completing all the works and occupation was extremely tight and therefore it was agreed the works would be separated.
- 4.3 On 11 January 2011 the Pensions Committee approved the refurbishment works.
- 4.4 For the air conditioning replacement works, four companies were invited to tender, however two tender submissions were received late and therefore invalid. Details are set out in the Exempt Appendix.

5.0 RELEVANT RISKS

- 5.1 No major risks are perceived. The outline design was provided by CBRE Engineering with full design being completed by the contractor. A Warranty is being provided by the main contractor and sub contractor. The works are being project managed by CBRE Building Consultancy and CBRE Health and Safety are acting as Construction Design and Management (CDM) - Coordinator.

6.0 OTHER OPTIONS CONSIDERED

- 6.1 There are no other options considered in this report.

7.0 CONSULTATION

- 7.1 There has been no consultation undertaken or proposed for this report. There are no implications for partner organisations arising out of this report.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 8.1 There are none arising out of this report.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 9.1. The lowest tender was for £415,854.54
- 9.2. A proportion of the costs will be met from an initial contribution from the tenant. However MPF will fund around 75% of the costs, as the improvements will enhance the value of the building.

10.0 LEGAL IMPLICATIONS

- 10.1 There are none arising out of this report.

11.0 EQUALITIES IMPLICATIONS

- 11.1 There are none arising out of this report.
- 11.2 An Equality Impact Assessment (EIA) is not required.

12.0 CARBON REDUCTION IMPLICATIONS

- 12.1 The tenant will be responsible for directly meeting the energy costs in the building. There will therefore be no implications for the Administering Authority.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

- 13.1 There are none arising out of this report.

REPORT AUTHOR: Gerard Moore
Financial Controller – Merseyside Pension Fund
telephone: (0151) 242 1307
email: gerardmoore@wirral.gov.uk

FNCE/46/11

APPENDICES

Exempt Appendix: details of tender submissions

REFERENCE MATERIAL

JCT Design and Build Contract (DB05) DB/G

SUBJECT HISTORY

Council Meeting	Date
Pensions Committee: Refurbishment at 241 Brooklands, Weybridge: office configuration and redecoration of common areas	11 January 2011

This page is intentionally left blank

WIRRAL COUNCIL

PENSIONS COMMITTEE

29 MARCH 2011

SUBJECT	GLOBAL CUSTODIAN SERVICES
WARD/S AFFECTED	ALL
REPORT OF	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER	COUNCILLOR GEOFFREY WATT
KEY DECISION	NO

1.0 EXECUTIVE SUMMARY

- 1.1 Merseyside Pension Fund uses a global custodian to ensure the security of assets. This report proposes, for operational reasons, an extension of the current contract on the existing terms and conditions.

2.0 RECOMMENDATIONS

- 2.1 That Members approve the extension of the existing global custodian contract with State Street to 31 March 2012
- 2.2 That Members approve the commencement of a procurement process for global custodian services from 1 April 2012 for a period of three years plus an optional extension of two years.

3.0 REASONS FOR RECOMMENDATIONS

- 3.1 There are currently uncertainties over the future provision of banking services, which may require an urgent procurement exercise. It is therefore proposed to extend the custodian contract, and thereby allow resources to be available should the banking contract need to be re-tendered urgently.
- 3.2 The current provider will agree to such an extension on the existing terms and conditions.

4.0 BACKGROUND AND KEY ISSUES

- 4.1 On 22 November 2004, the Pensions Committee appointed State Street as Global Custodian for a period of five years, with an option of a maximum two year extension. Following agreement of the contract details, the service commenced in April 2005.
- 4.2 On 18 June 2009, the Pensions Committee approved an extension to 30 September 2011. The further extension now proposed to 31 March 2012 is consistent with the original advertised period of five years with a maximum two year extension.

- 4.3 The range of services provided by the current global custodian includes safekeeping, income collection, tax reclaims, voting, accounting and reporting, currency conversion, corporate actions and securities lending.
- 4.4 In order to arrange the best protection for the assets of MPF the custody contract needs to have an appropriate weighting for risk controls, as the following risks are inherent within the custodian function:
- Cash risk
 - Securities risk
 - Operational risk
- 4.5 Considerable due diligence will be required to identify how effectively the global custodian proposes to mitigate these risks.
- 4.6 The key provisions include standard of care, liability provisions, warranties, lien provisions, cash management, amendments and termination, conflicts of interest, voting, securities lending and foreign exchange.
- 4.7 As all global custodians will seek to limit their liability, it will be essential to set out the requirements on key issues such as liability and standard of care during the tender process, rather than have to negotiate with the preferred tenderer following the selection process.
- 4.8 It is expected that quality of service and approaches to risk management will be more important criteria than price in the selection process.
- 4.9 The procurement would be by way of an open tender. The preparatory work necessary to specify the requirements is underway.
- 4.10 It is proposed that the tenders are received from global custodians in two ways, one including securities lending within the tender, and the other without this activity. This approach would allow MPF to explore the relative financial benefits of using a third party lender for securities lending.

5.0 RELEVANT RISKS

- 5.1 There are no additional risks associated with the proposed contract extension.

6.0 OTHER OPTIONS CONSIDERED

- 6.1 There are no other options considered in this report.

7.0 CONSULTATION

- 7.1 There has been no consultation undertaken or proposed for this strategy report. There are no implications for partner organisations arising out of this report.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1 There are none arising out of this report.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

9.1 The costs, which include an ad valorem element, are met from the annual budget.

10.0 LEGAL IMPLICATIONS

10.1 The Director of Law will be involved in offering guidance with the procurement process, but more particularly with regards to the details of the proposed contract once a preferred bidder has been identified.

11.0 EQUALITIES IMPLICATIONS

11.1 There are none arising out of this report.

11.2 An Equality Impact Assessment (EIA) is not required.

12.0 CARBON REDUCTION IMPLICATIONS

12.1 There are none arising out of this report.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 There are none arising out of this report.

REPORT AUTHOR: Gerard Moore
Financial Controller – Merseyside Pension Fund
telephone: (0151) 242 1307
email: gerardmoore@wirral.gov.uk

REFERENCE MATERIAL

None used

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
“Custodian Services” - Pensions Committee	17 November 2009

FNCE/65/11

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank