

APPENDIX 1

LOCAL PENSION BOARD OF WORCESTERSHIRE COUNTY COUNCIL TERMS OF REFERENCE

Introduction

1. This document sets out the terms of reference of the Local Pension Board of Worcestershire County Council (the 'Administering Authority') a scheme manager as defined under Section 4 of the Public Service Pensions Act 2013. The Local Pension Board (hereafter referred to as 'the Board') is established in accordance with Section 5 of that Act and under Regulation 106 of the Local Government Pension Scheme Regulations 2013 (as amended).
2. The Board is established by the Administering Authority and operates independently of the Committee. Relevant information about its creation and operation are contained in these Terms of Reference.
3. The Board is not a committee constituted under Section 101 of the Local Government Act 1972 and therefore no general duties, responsibilities or powers assigned to such committees or to any sub-committees or officers under the constitution, standing orders or scheme of delegation of the Administering Authority apply to the Board unless expressly included in this document.
4. Except where approval has been granted under regulation 106(2) of the Regulations the Board shall be constituted separately from any committee or sub-committee constituted under Section 101 of the Local Government Act 1972 with delegated authority to execute the function of the Administering Authority.

Interpretation

5. The following terms have the meanings as outlined below:

'the Act'	The Public Service Pensions Act 2013.
'the Code'	means the Pension Regulator's Code of Practice No 14 governance and administration of public service pension schemes.
'the Committee'	means the Pensions committee which has delegated decision-making powers for the Fund in accordance with Section 101 of the Local Government Act 1972.
'the Fund'	means the Fund managed and administered by the Administering Authority.

'the Guidance'	means the guidance on the creation and operation of local pension boards issued by the Shadow Scheme Advisory Board.
'the Regulations'	means the Local Government Pension Scheme Regulations 2013 (as amended from time to time), the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 (as amended from time to time) including any earlier Regulations as defined in these regulations to the extent they remain applicable and the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (as amended from time to time).
'Relevant legislation'	means relevant legislation as well as the Pension Regulator's Codes of Practice as they apply to the Administering Authority and the Board notwithstanding that the Codes of Practice are not legislation.
'the Scheme'	means the Local Government Pension Scheme in England and Wales.

Statement of purpose

6. The purpose of the Board is to assist the Administering Authority in its role as a scheme manager of the Scheme. Such assistance is to:
 - (a) secure compliance with the Regulations, any other legislation relating to the governance and administration of the Scheme, and requirements imposed by the Pensions Regulator in relation to the Scheme and;
 - (b) to ensure the effective and efficient governance and administration of the Scheme.

Duties of the Board

7. The Board should at all times act in a reasonable manner in the conduct of its purpose. In support of this duty Board members should be subject to and abide by the Administering Authority's code of conduct for members.

Establishment and update

8. The Board was first established 1 April 2015 as approved by Worcestershire County Council on 12 February 2015 and updated with effect from 7 November 2019. The Board may establish sub-groups.

Membership

9. No officer or elected member of the Administering Authority who is responsible for the discharge of any function of the Administering Authority under the Regulations may be a member of the Board. The Board shall consist of eight voting members appointed by the Chief Financial Officer, as follows:

Four Member Representatives; and

Four Employer Representatives.

10. There shall be an equal number of Member and Employer Representatives appointed to the Board.
11. One of the Board members is to be elected by the Board as the Chair and one as Vice-Chair. The Chair will be from the Employer representatives and the Vice-Chair from the Member representatives. These appointments will be in accordance with paragraph 20.

Member representatives

12. Member representatives shall have the capacity to represent scheme members of the Fund.
13. Member representatives should be able to demonstrate their capacity to attend and complete the necessary preparation for meetings and participate in training as required.
14. Substitutes shall not be appointed.
15. A total of four member representatives shall be appointed from the following sources:
 - a) Two member representatives shall be appointed as nominated by the recognised trade unions representing employees who are scheme members of the Fund.
 - b) One member shall be appointed as an active employee representative. The recruitment of this member will be following a transparent recruitment process which should be open to all active Fund members and appointment made by the Chief Financial Officer of the Administering Authority.
 - c) One member shall be appointed as a retired member representative. The recruitment of this member will be undertaken by and appointment made by the Chief Financial Officer of the Administering Authority.

Employer representatives

16. Employer representatives shall be office holders or senior employees of employers of the Fund or have experience of representing scheme employers in a similar capacity, and must have the capacity to represent employers.
17. Employer representatives should be able to demonstrate their capacity to attend and complete the necessary preparation for meetings and participate in training as required.
18. Substitutes shall not be appointed.
19. A total of four employer representatives shall be appointed to the Board by the Chief Financial Officer of the Administering Authority having asked all employers to submit any interest in undertaking the role of employer representative on the Board.

Appointment of the chair

20. The chair will be appointed by the Board from the employer representatives, with the Vice-Chair being chosen from the member representatives. Their terms of office will be four years.

Duties of chair

21. The chair of the Board:
 - (a) Shall ensure the Board delivers its purpose as set out in these Terms of Reference,
 - (b) Shall ensure that meetings are productive and effective and that opportunity is provided for the views of all members to be expressed and considered, and
 - (c) Shall seek to reach consensus and ensure that decisions are properly put to a vote when a consensus cannot be reached.

Notification of appointments

22. When appointments to the Board have been made, the Administering Authority shall publish the name of Board members, the process followed in the appointment together with the way in which the appointments support the effective delivery of the purpose of the Board.

Terms of Office

23. The term of office for Board members is four years.
24. Extensions to terms of office may be made by the Chief Financial Officer of the Administering Authority with the agreement of the Board.

25. Board membership may be terminated by the Chief Financial Officer prior to the end of the term of office due to:

- (a) A member representative appointed on the basis of their membership of the scheme no longer being a scheme member in the Fund.
- (b) A member representative no longer being a scheme member or a representative of the body on which their appointment relied.
- (c) An employer representative no longer holding the office or employment or being a member of the body on which their appointment relied.
- (d) A Board member no longer being able to demonstrate to Worcestershire County Council their capacity to attend and prepare for meetings or to participate in required training.
- (e) The representative being withdrawn by the nominating body and a replacement identified.
- (f) A Board member has a conflict of interest which cannot be managed in accordance with the Board's conflict policy.
- (g) A Board member who is an elected member becomes a member of the Committee.
- (h) A Board member who is an officer of the Administering Authority becomes responsible for the discharge of any function of the Administering Authority under the Regulations
- (i) or otherwise as the Chief Financial Officer considers appropriate.
- (j) resignation.

Conflicts of interest

26. The Chief Financial Officer must be satisfied that any person to be appointed to the Board does not have a conflict of interest as defined in section 5 (5) of the Public Service Pensions Act 2013. All members of the Board must declare to the Administering Authority on appointment and at any such time as their circumstances change, any potential conflict of interest arising as a result of their position on the Board.

27. A conflict of interest is defined as a financial or other interest which is likely to prejudice a person's exercise of functions as a member of the Board. It does not include a financial or other interest arising merely by virtue of that person being a member of the Scheme.

28. On each appointment to the Board and following any subsequent declaration of potential conflict by a Board member, the Administering Authority shall ensure that any potential conflict is effectively managed in line with both the internal procedures of the Administering Authority, the requirements of the Act, relevant legislation and of the Code.

Knowledge and understanding (including Training)

29. Knowledge and understanding must be considered in light of the role of the Board to assist the Administering Authority in line with the requirements outlined in paragraph 6 above. The Board shall establish and maintain a

Knowledge and Understanding Policy and Framework to address the knowledge and understanding requirements that apply to Board members under the Act. That policy and framework shall set out the degree of knowledge and understanding required as well as how knowledge and understanding is acquired, reviewed and updated.

30. Board members shall attend and participate in training arranged in order to meet and maintain the requirements set out in the Board's knowledge and understanding policy and framework.
31. Board members shall participate in such personal training needs analysis or other processes that are put in place in order to ensure that they maintain the required level of knowledge and understanding to carry out their role on the Board.
32. Failure to attend training or participate in the process referred to above may lead to removal from the Board

Meetings

33. The Board shall as a minimum meet four times each year.
34. Meetings shall normally take place between the hours of 09:00 and 17:00 at County Hall, Worcester.
35. The chair of the Board may call additional meetings.

Quorum

36. A meeting is only quorate when at least 50% of both member and employer representatives are present, i.e. at least two member representatives and at least two employer representatives.
37. A meeting that becomes inquorate can no longer exercise the functions of the Board but may continue informally for discussion but cannot take decisions as the Board.

Board administration

38. The Chair shall agree with the Chief Financial Officer (the 'Board Secretary'), or his / her delegate an agenda prior to each Board meeting.
39. The agenda and supporting papers will be issued at least 5 clear working days (as far as practicable) in advance of the meeting except in the case of matters of urgency.
40. Draft minutes of each meeting including all actions and agreements will be recorded and circulated to all Board members as far as practicably within ten working days after the meeting. These draft minutes will be subject to formal agreement by the Board at their next meeting. Any decisions made by the

Board should be noted in the minutes and in addition where the Board was unable to reach a decision such occasions should also be noted in the minutes.

41. Any public minutes may be edited to exclude items on the grounds that they would either involve the likely disclosure of exempt information as specified in Part 1 of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act and/or they represent data prevented from disclosure under the Data Protection Act 2018.
42. The Board Secretary shall ensure that Board members meet and maintain the knowledge and understanding as determined in the Board's Knowledge and Understanding Policy and Framework and other guidance or legislation.
43. The Board Secretary shall ensure an attendance record is maintained along with advising the Administering Authority on allowances and expenses to be paid under these terms.
44. The Board Secretary shall liaise with the Administering Authority on the requirements of the Board, including advanced notice for officers to attend and arranging dates and times of Board meetings.

Public access to Board meetings and information

45. The Board meetings will generally be open to the Press and general public at the discretion of the Board or Chair (and unless there is an exemption under relevant legislation or as referred to in paragraph 41 which would preclude part or all of the meeting from being open to the general public).
46. The following will be entitled to attend Board meetings in an observer capacity:
 - (a) Members of the Committee,
 - (b) The Administering Authority Cabinet Member with Responsibility for Finance
 - (c) Any person requested to attend by the Board.

Any such attendees will be permitted to speak at the discretion of the Chair.
47. In accordance with the Act, the Administering Authority shall publish information about the Board to include:
 - (a) The names of Board members and their contact details.
 - (b) The representation of employers and members on the Board.
 - (c) The role of the Board.
 - (d) These Terms of Reference.
48. The Administering Authority shall also publish other information about the Board including:

- (a) Agendas and minutes
- (b) Training and attendance logs
- (c) An annual report on the work of the Board to be included in the Fund's own annual report.

49. All or some of this information may be published using the following means or other means as considered appropriate from time to time:

- (a) On the Fund's website.
- (b) As part of the Fund's Annual Report.
- (c) As part of the Governance Compliance Statement.

50. Information may be excluded from being published on the grounds that it would either involve the likely disclosure of exempt information as specified in Part 1 of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act and/or they represent data prevented from disclosure under the Data Protection Act 2018.

Expenses and allowances

51. The Administering Authority shall meet the out of pocket expenses of Board members (for travelling etc) in line with the Administering Authority's policy on expenses.

Budget

52. The Board is to be provided with adequate resources to fulfil its role. In doing so the budget for the Board will be met from the Fund as approved by the Pension Committee. The Board will seek approval from the Chief Financial Officer for any specific expenditure it wishes to make.

Core functions

53. The first core function of the Board is to assist the Administering Authority in securing compliance with the Regulations, any other legislation relating to the governance and administration of the Scheme, and requirements imposed by the Pensions Regulator in relation to the Scheme. Within this extent of this core function the Board may determine the areas it wishes to consider including but not restricted to:

- a) Review regular compliance monitoring reports which shall include reports to and decisions made under the Regulations by the Committee.
- b) Review management, administrative and governance processes and procedures in order to ensure they remain compliant with the Regulations, relevant legislation and in particular the Code.
- c) Review the compliance of scheme employers with their duties under the Regulations and relevant legislation.

- d) Assist with the development of and continually review such documentation as is required by the Regulations.
- e) Assist with the development of and continually review scheme member and employer communications as required by the Regulations and relevant legislation.
- f) Monitor complaints and performance on the administration and governance of the scheme.
- g) Review the application of the Internal Dispute Resolution Process.
- h) Review the complete and proper exercise of Pensions Ombudsman cases.
- i) Review the implementation of revised policies and procedures following changes to the Scheme.
- j) Review the arrangements for the training of Board members and those elected members and officers with delegated responsibilities for the management and administration of the Scheme.
- k) Review the complete and proper exercise of employer and administering authority discretions.
- l) Review the outcome of internal and external audit reports.
- m) Review draft accounts and Fund annual report.
- n) Review the compliance of particular cases, projects or process on request of the Committee.
- o) Any other area within the statement of purpose (i.e. assisting the Administering Authority) the Board deems appropriate.

54. The second core function of the Board is to ensure the effective and efficient governance and administration of the Scheme. Within this extent of this core function the Board may determine the areas it wishes to consider including but not restricted to:

- a) Assist with the development of improved customer services.
- b) Monitor performance of administration, governance and investments against key performance targets and indicators.
- c) Review the effectiveness of processes for the appointment of advisors and suppliers to the Administering Authority.
- d) Monitor investment costs including custodian and transaction costs.
- e) Monitor internal and external audit reports.
- f) Review the risk register as it relates to the scheme manager function of the authority.
- g) Assist with the development of improved management, administration and governance policies.
- h) Review the outcome of actuarial reporting and valuations.
- i) Assist in the development and monitoring of process improvements on request of Committee.
- j) Assist in the development of asset voting and engagement processes and compliance with the UK Stewardship Code.
- k) Any other area within the statement of purpose (i.e. ensuring effective and efficient governance of the scheme) the Board deems appropriate.

55. In support of its core functions the Board may make a request for information to the Committee with regard to any aspect of the Administering Authority's

function. Any such request should be reasonably complied with in both scope and timing.

56. In support of its core functions the Board may make recommendations to the Committee which should be considered and a response made to the Board on the outcome within a reasonable period of time.

Reporting

57. The Board should in the first instance report its requests, recommendations or concerns to the Committee to assist it in its decision making. In support of this the Chair of the Board may attend a Committee to speak to matters raised by the Board.
58. Requests and recommendations should be reported under the provisions of paragraphs 56 to 58.
59. The Board should report to the Committee any concerns (agreed upon by consensus or a majority vote of the quorate Board) over a decision made by the Committee.
60. On receipt of a report under paragraph 62 above the Committee should, within a reasonable period, consider and respond to the Board.
61. Where the Board is not satisfied with the response received it may request that a notice of its concern be placed on the website and in the Fund's annual report.
62. Where the Board is satisfied that there has been a breach of regulation which has been reported to the Committee under paragraph 62 and has not been rectified within a reasonable period of time it is under an obligation to escalate the breach.
63. The appropriate internal route for escalation is to the Monitoring Officer (Assistant Director Legal and Governance) and the Chief Financial Officer.
64. The Board may report concerns to the LGPS Scheme Advisory Board or Local Government Association for consideration subsequent to, but not instead of, using the appropriate internal route for escalation.
65. Board members are also subject to the requirements to report breaches of law under the Act and the Code, and the whistleblowing provisions set out in the Administering Authority's policy.

Review of terms of reference

66. These Terms of Reference shall be reviewed on each material change to those parts of the Regulations covering local pension boards and at least every four years.
67. These Terms of Reference were adopted 12 November 2019.