

Cost Management, Benefit Design and Administration Committee (CMBDA)

Hybrid Meeting – 3 November 2025

Item 12 Paper F

Committee Workplan

Current position

1. The workplan at Annex A details the main items of work that are expected to be undertaken by the Committee over the next year. We will put this workplan on the Board's website to ensure that administering authorities are aware of the work proposed by the Committee. This paper will be updated and brought to all subsequent meetings to give an update of activity.
2. At Annex B and for noting is an overview of the activity undertaken by the Gender Pensions Gap working group, which reports into this Committee. A detailed account of the working group's activity can be found in Paper D.
3. If a further working group is established to support development of guidance for mandatory administration strategies, then updates from that workstream will also come to this Committee.

Recommendation

For the Committee to submit the Committee Workplan at Annex A to the Board for approval.

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Annex A – Draft Workplan

Workstream	Details	Action for next Committee	Timescales
Gender Pensions Gap	<p>The Committee previously agreed to address the actions contained in the GPG action log. Over the past year, the following actions have been completed.</p> <ul style="list-style-type: none"> • Submitted its response to the Access and Fairness consultation which included proposals to address the GPG. • Explored a standard GPG definition methodology for reporting • Analysed responses to the GPG survey issued <p>The Committee will continue to:</p> <ul style="list-style-type: none"> • Look into customising the PEG 'Mind the Gap' document for the LGPS • Investigate tools to communicate the impact of breaks, life events and improve 	See separate paper	Ongoing

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Workstream	Details	Action for next Committee	Timescales
	financial planning for women <ul style="list-style-type: none"> Propose further research into the GPG 		
Opt out data	Work with MHCLG to devise a system to enable collection and analysis of opt out data	Depends on content and timing of MHCLG consultation response	Consultation response expected in coming months
MHCLG consultations on member benefits	The Committee contributed to the development of the initial proposals and the Board's response to the first consultation <ul style="list-style-type: none"> Going forward the Committee will: Respond to the second consultation on member benefits (see separate paper) Continue to work with MHCLG on implementation and any resulting guidance as appropriate 	Depends on content and timing of MHCLG consultation responses	Government response to first consultation expected in coming months
Normal Minimum Pension Age (NMPA)	NMPA will change in 2028 but MHCLG have proposed protections for some existing	Depends on content and timing of MHCLG consultation responses.	Consultation closes towards the end of December. Any response likely to be in 2026

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Workstream	Details	Action for next Committee	Timescales
	<p>members (see separate paper)</p> <p>The Board is yet to consider its response</p>		
Review of local fund valuations	<p>GAD to undertake s13 report and make recommendations</p> <p>Secretariat to separately review FSS to assess effectiveness of new guidance and consistency around exit credit policies (agreed at last Committee meeting)</p> <p>The Secretariat will need to arrange scheme-wide analysis of reports once all completed</p>	Next meeting is 9 March so likely to be too soon for reviews of	Scheme-wide analysis on the 2025 valuations expected in Summer 2026
<p>HMT Cost Control Mechanism</p> <p>SAB Scheme Cost Assessment</p>	<p>Process for the 2024 CCM has started with data gathering and analysis</p> <p>GAD presented assumption options for Scheme Cost Assessment at the June 2025 Committee meeting to consider the assumptions advice for the SAB process</p>	Dependent on GAD timing (fuller update being prepared for November Board meeting)	Ongoing

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Annex B – Overview of GPG Working Group

Gender Pensions Group

Lead Officer	Becky Clough (LGA)
Supported by	Will King and Florence Nevin (MHCLG), Alison Murray (Barnett Waddingham), Julie West and Greer Flanagan (Hymans) Laura Caudwell and Ben Challinor (AON), Martin Griffiths (Berkshire), Diana McConnell (Westminster), Liz Manuel (Bedford), Julia Grace (Avon), Joana Marfoh (Islington), Karen Gibson (Dorset), John Neal (Unite), George Georgiou (GMB), Glyn Jenkins and Peter Urwin (Unison), Tara George (Meridian Trust), Davena Rankin (Glasgow Caledonian University), Jenny Bullen and Brian Allan (GAD), Jeremy Hughes, Rachel Abbey, Sarah Tingey, Lisa Clarkson and Luann Donald (LGA)
Start date	October 2023
Target completion date	Ongoing
Meetings since last Committee meeting:	1 July 2025

See Paper D for fuller detail.
