

**Cost Management, Benefit Design and
Administration (CMBDA) Committee**
9 March 2026 11.00am
**18 Smith Square, London and Microsoft
Teams**

Paper F: Workplan Update

Key points to note

The committee continues to advance a workplan which includes a number of longer-term aims.

Recommendation

That the committee to submit the committee workplan at Annex A to the Board for approval.

Background

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.

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 E.

Annex A – CMBDA Workplan

Workstream	Details	Action for next Committee	Timescales
Opt out data	Work with MHCLG to devise a system to enable collection and analysis of opt out data	Detail of content and timing of actions to be agreed with MHCLG. We hope that this will be clearer by the July meeting	Government have said that they will require opt-out reporting to start from 2026-27, with reporting to be included in that year's annual reports (so by December 2027)
MHCLG consultations on member benefits	The committee contributed to the development of the initial proposals and the Board's responses : Going forward the committee will continue to work with MHCLG to support implementation and help produce any resulting guidance as appropriate	Staging and timings under discussion with MHCLG officials	Government response to Access and Fairness has now been issued. Partial response to Access and Protections (in relation to mayors and councillors) also issued.
Review of local fund valuations	Secretariat have liaised with Barnett Waddingham on production of scheme-wide valuation report (as in previous rounds) GAD will undertake s13 report and make recommendations Secretariat to separately review FSS to assess effectiveness of new guidance and consistency around exit credit policies	We hope to have an indication of initial findings from scheme-wide review for the next meeting See separate paper on timetable for the review of FSS guidance	July/August for publication of scheme-wide report GAD have expressed ambition to conclude s13 review quicker this time around (review of 2022 round was published August 2024)
HMT Cost Control Mechanism	Process for the 2024 CCM has started with data gathering and	Dependent on GAD timing but we expect an update	Ongoing

Workstream	Details	Action for next Committee	Timescales
and SAB Scheme Cost Assessment	analysis	and advice on assumption setting for these processes by the time of the next meeting	

Annex B – Addressing the Gender Pensions Gap, Summary Workplan

Action	Status
<p>A. Explore and propose a standard GPG definition and reporting approach (including methodology) for the Local Government Pension Scheme, including both for funds and employers</p>	<p>Reporting proposal agreed in February 2025 (Completed)</p> <p>Board response submitted to the Access and Fairness consultation (Completed)</p> <p>To work with MHCLG and GAD on the guidance for reporting (including methodology) (Completed)</p> <p>To work with MHCLG and LGPC to scope out the work needed to develop GPG reporting for 2028 in line with the Access and Fairness consultation response (Ongoing)</p>
<p>B. Explore with the Pension Equity Group (PEG) how to adapt the ‘Mind the Gap’ employer best practise guide for the Public Sector</p>	<p>Meeting with other public sector pension schemes to be arranged (Ongoing)</p> <p>Identify appropriate networks for employer engagement (Ongoing)</p> <p>Include in the further research specification (Ongoing)</p>
<p>C. Work with MHCLG (as required) to conduct a more detailed review of treatment of authorised unpaid leave and produce proposals for consultation on amendment to the LGPS regulations and SCAPC’s</p>	<p>Access and Fairness consultation launched with proposals for changes to unpaid leave (Completed)</p>
<p>D. Analyse the responses from the GPG survey to local government employers</p>	<p>Results issued in February 2025 (Completed)</p>

<p>E. Investigate and identify how pension member self-service portals and other communication tools can help to communicate the impact of breaks, life events and improve financial planning for women</p>	<p>To be started March 2026</p>
<p>F. Identify the communication needed to employers on the GPG to raise awareness of the specific issues which impact the GPG within the LGPS regulations, particularly during scheme member life events.</p>	<p>Roundtable event with employer representatives and industry experts organised (Completed)</p> <p>Consultation response to address specific issues and ideas (Completed)</p> <p>For the secretariat to identify the most appropriate employer forums and routes to continue to engage with LGPS employers. (Ongoing)</p>
<p>G. Further research into the pensions gap for individuals with other protected characteristics, including the intersection of these with the already established gender pensions gap.</p>	<p>Work has started on a research brief and the secretariat have met with a fund, scheme employer and research company to under the next steps and possible options for this research. (Ongoing)</p>
<p>H. Update the annual reports guidance to facilitate the publication of opt-out data in line with the Access and Fairness consultation response.</p>	<p>To be confirmed</p>
<p>I. Support the next steps for collection of additional opt-out data in the scheme opt out form template</p>	<p>To be confirmed</p>