

## **Paper A: Actions and agreements of meeting held on 3 November 2025**

### **Present**

George Georgiou	Employee representative (GMB), Chair
Kev Gerard	Practitioner – Dyfed Pension Fund
Simon Taylor	Practitioner – West Midlands Pension Fund
Emma Mayall	Practitioner – Greater Manchester Pension Fund
Matthew Trebilcock	Practitioner – Gloucestershire Pension Fund
Paul Guillotti	Practitioner – Richmond and Wandsworth Pension Fund
Glyn Jenkins	Member representative (UNISON)
John Neal	Member representative (Unite)
Richard Lane	Academies representative
Richard Paul	Higher Education representative
Becky Durrant	Actuaries representative – Aon
Robert Bilton	Actuaries representative – Hymans Robertson
Melanie Durrant	Actuaries representative – Barnett Waddingham
Michelle Doman	Actuaries representative – Mercer
Matt Gurden	Government Actuary's Department (GAD)
Martin Smith	GAD
Will King	Ministry for Housing, Communities and Local Government (MHCLG)

### **Secretariat**

Clair Alcock	Local Government Association (LGA) – Board Secretary
Lorraine Bennett	LGA – Principal Pensions Adviser
Jeremy Hughes	LGA – Senior Pensions Secretary
Ona Ehimuan	LGA – Pensions Secretary
Becky Clough	LGA – Board Support and Policy Officer
Sophia Chivandire	LGA – Pensions Policy and Support Officer
Sarah Tingey	LGA – Research and Data Analyst

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## **1. WELCOME, APOLOGIES, INTRODUCTIONS**

The Chair welcomed all in attendance to the meeting; there were no apologies.

## **2. DECLARATIONS OF INTEREST**

There were no conflicts of interest declared.

## **3. ACTIONS AND AGREEMENTS FROM PREVIOUS MEETING**

A typographical error was noted in paragraph 28 of the minutes, where Steve Simkins was referred to as “SA” rather than “SS”. The Secretariat agreed to correct that. The minutes of the meeting on 30 June 2025 were then agreed as a fair and true record of the meeting.

## **4. MHCLG UPDATE**

Will King (WK) informed the committee that Alison McGovern MP was appointed as the new Local Government Minister on 6 September 2025. The [Access and Protections consultation](#) was now live and would be closing on 22 December 2025. The response to the Access and Fairness consultation is expected to be published before the end of the calendar year. It was also hoped to publish the draft legislation needed to support the Fit for the Future changes in November or December of this year. It is hoped that the Pensions Scheme Bill will become an Act early in 2026.

## **5. RESPONSE TO “SCHEME IMPROVEMENTS (ACCESS AND PROTECTIONS)” CONSULTATION**

The committee provided the secretariat with the following feedback on the approach to consultation set out in paper B:

### **Normal minimum pension age**

- The Committee agreed that it was right to include protected pension ages for scheme members in relation to the redundancy benefits contained in the Regulations 30(7) of the 2013 Regulations
- WK clarified that the Government’s intention going forward was that the regulations would include a reference to the statutory definition of Normal Minimum Pension Age and not include reference to a specific age

### **Access for councillors and mayors**

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- There was general support for this proposal, including that there should be no retrospective application of it

### **Academies**

- There was agreement that employers should not be allowed to move just to get the lowest contribution rate on offer
- However, it was recognised that multi-academy trusts dealing with multiple funds would benefit from simplification of processes
- Fund representatives emphasised the risk and costs of transfer. They also noted the implication that transfers could have on cash-flow if they happened at scale
- The committee felt that the impact on member experience should be explicitly recognised as a consideration for any applications

### **New fair deal**

- There was general support for this proposal, but caution was expressed on the complexity of implementation and how employer responsibilities would be split between the deemed and fair deal employer.
- It was agreed that a paper be taken to the board when it next meets on 24 November 2025 with an outline of considerations for the board response to the consultation.

**ACTION – that the secretariat submits a paper to the next Board meeting with an outline of considerations for the Board response to the consultation**

## **6. EMPLOYER INCENTIVES TO LEAVE PUBLIC SECTOR SCHEMES**

The committee received a verbal update on the background to the issue of employer incentives to leave public sector schemes. In the Board's response to the Access and Fairness consultation it proposed amending the Pensions Act 2008 to make it unlawful for employers to incentivize eligible staff to leave the LGPS for another pension scheme, even if the alternative meets Auto-Enrolment requirements should be considered.

The Board stated that it did not feel it is appropriate for employers to offer their employees incentives to opt out of the LGPS and could lead to people being

additionally reliant on the state in later life due to pension inadequacy. It was also noted that due to current high-funding levels, employers who were able to engineer an exit from LGPS by putting all their eligible staff into a different scheme could receive significant exit credit payments out of the scheme as a reward for doing so.

Feedback on this from MHCLG officials was that a change to the Pensions Act was unlikely to be achievable, although they were open to considering LGPS-specific approaches to tackling this issue. The committee agreed that an LGPS specific solution be explored, and Richard Lane (RL) suggested that this work may also be of interest in relation to the Teacher's Pension Scheme.

**ACTION - that an LGPS specific solution to employer incentives to leave the scheme is explored.**

## **7. LOCAL GOVERNMENT PENSION COMMITTEE (LGPC) UPDATE**

Lorraine Bennett (LB) introduced paper C to the committee which gave an overview an update of key LGPC workstreams including the continued implementation of the McCloud remedy and webinars delivered by Affinity Connect, Pensions Dashboards and the inheritance tax consultation response.

## **8. NEW ADMINISTRATION STRATEGY**

Becky Clough (BC) introduced the item to the committee. WK confirmed that the draft 2026 Local Government Pension Scheme regulations will have amendments to regulation 59 which will require funds to create an administration strategy. New administration strategy guidance would be produced, which would need input from the Compliance and Reporting (CRC) committee and the CMBDA committee, but the project to produce guidance would be led by LB's team. It was agreed that a paper be brought to the next meeting on 9 March 2026 outlining plans to deliver this.

**ACTION – that LB brings a paper on the new administration strategy guidance to the next committee meeting on 9 March 2026**

## **9. LOCAL FUND VALUATIONS 2025**

JH introduced paper D to the committee which laid out emerging considerations arising from the ongoing 2025 fund valuation cycle, expected to be completed in 2026. It is expected that the funding position for the majority will be improved from the 2022 valuations, and in some cases substantially. While this was welcomed,

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there were some concerns about how real these surpluses were and whether they were being exaggerated by anomalous economic factors (such as gilt-rates).

Whether 'contribution rate holidays' were a good idea was discussed, and some recalled the difficult positions that some funds had found themselves in the 1990s (which was the last time that contribution rate holidays were offered).

The Committee noted that this is the first valuation exercise since the publication of the updated Funding Strategy Statement (FSS) guidance and the committee confirmed that this had been helpful. The secretariat said that the Board will be undertaking a review of funding strategy statements and usefulness of the new FSS guidance once the FSS's had all been published.

Barnett Waddingham had kindly agreed to produce the usual scheme-level valuation report for the Board based on each of the fund valuation reports. This should be available in summer 2026.

## **10. SCHEME COST CONTROL MECHANISMS**

Matt Gurden (MG) updated the committee on the plans for the forthcoming cost management processes, which will both be based on scheme data as at 31 March 2024. The Treasury initiated process and the Board process are designed to run in parallel with each other, although any recommendations affecting scheme costs arising from the SAB process would be taken into account in the Treasury process. High level timelines for both of these processes will be put to the Board next year along with recommendations for the high-level assumptions for the Board process.

## **11. UPDATE FROM GENDER PENSIONS GAP WORKING GROUP**

BC introduced paper E to the committee. The Gender Pensions Gap working group last met on 1 July 2025 and would meet again 21 November 2025.

A proposal for further research on the pensions gap is being put together to conduct an intersectional analysis on the pensions gender, disability and ethnicity gaps. Westminster Pension Fund has indicated an interest in taking part in this research and £10,000 has been allocated to partially fund this within the provisional 2026/27 Board Budget.

The secretariat has also been liaising with the Pension Equity Group on how their "Mind the Gap – Reducing the gender pensions gap" best practice guide could be updated to be more relevant for public sector pension schemes. Annex A contained

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the working group's action log and the group will now be moving on the longer-term actions contained in the log.

**ACTION - that the secretariat continues work on the longer-term actions contained in the GPG action log**

## **9. COMMITTEE WORKPLAN**

Ona Ehimuan (OE) introduced paper F to the committee which gave an overview of the key workstreams expected for 2026. The workplan would remain agile to respond to priorities as they arise. With the addition of an item to reflect the work on preventing employers offering incentives to leave LGPS, it was agreed to submit the 2026 workplan to the Board for approval.

**ACTION – that the secretariat submit the CMBDA workplan for 2026 to the Board**

## **ITEM 13 – AOB AND DATE OF NEXT MEETING**

There were two items of other business. JH informed the committee that The Pensions Regulator (TPR) had launched an enforcement strategy consultation closing on 7 November 2025. The scheme is generally regarded as well administered by TPR, but the committee were encouraged to express their views to feed into this consultation.

Simon Taylor (ST) asked if there have been any updates to the Virgin 37 case and a response to the letter the Board wrote to the Minister. It was said that the Department for Work and Pensions (DWP) made an announcement on the case in June 2025, but no further updates provided.

The date of the next meeting was confirmed as 9 March 2026 at 11am.