Cost Management, Benefit Design and Administration (CMBDA) Committee
6 July 2026 11.00am
Room 6.5, 18 Smith Square, London and Microsoft Teams

Paper A: Actions and agreements of meeting held on 9 March 2026

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 Guilliotti	Practitioner – Richmond and Wandsworth Pension Fund
Glyn Jenkins	Member representative (UNISON)
Richard Lane	Academies representative
Richard Paul	Higher Education representative
Becky Durran	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)
Garth Foster	GAD
Ben Lavelle	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

1. WELCOME, APOLOGIES, INTRODUCTIONS AND DECLARATIONS OF INTEREST

The Chair welcomed all in attendance to the meeting; there were apologies from John Neal (Unite) and Sarah Tingey from the secretariat team.

There were no conflicts of interest declared.

2. ACTIONS AND AGREEMENTS FROM PREVIOUS MEETING

The minutes of the meeting on 3 November 2025 were agreed as a fair and true record of the meeting.

3. LOCAL GOVERNMENT PENSION COMMITTEE (LGPC) UPDATE

Lorraine Bennett (LB) introduced paper B to the committee which gave an update of key LGPC workstreams including:

- Member benefit changes arising from the Access and Fairness consultation
- MHCLG's partial response to the Access and Protections consultation confirming the extension of the LGPS to councillors and mayors in England
- Pensions Dashboards

LB confirmed that she would be issuing special bulletins to explain these changes for administrators.

It was noted that councillors and mayors would be eligible to enrol in the scheme from the Monday after the local government election. However, they would need to opt in and not all aspects of the scheme would apply to them given their particular status (for example they would not be eligible to ask for flexible retirement). Councillors in Wales would continue in their own scheme as before.

Glyn Jenkins (GJ) received confirmation that these changes would mean that the Goodwin judgment had been addressed. However, the change would not address the question of whether women in service before 1990, who had elected to pay extra contributions to provide for additional survivor benefits, would be reimbursed.

4. PENSIONS ADMINISTRATION STRATEGY

The committee were given an update by Clair Alcock (CA) on the work to support funds in the development of a Pension Administration Strategy. It is expected that regulation 59 of the Local Government Pension Scheme regulations will be amended to make publication of a pension administration strategy mandatory which must be

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updated once in a valuation, with the first due by April 2028. The LGPC team is planning guidance to support this change and a workplan will be developed towards the end of year.

Members commented that the delay of the statutory instrument and subsequent guidance there would likely be inconsistency between the strategies developed across administering authorities. This inconsistency was a bugbear of employers who operated in more than one fund, and Richard Lane (RL) added that this would also be a particular issue in the academies sector.

It was also noted that MHCLG was carrying out an "operational review" of the administration of the fire and local government schemes.

5. ACCESS AND PROTECTIONS

Becky Clough (BC) introduced the item to the committee. The full response to the Access and Protections consultation had not been published however the committee's comments were invited to inform the prioritisation of work once the response published. A partial response confirming the extension of the LGPS to councillors and mayors in England was published on 24 February 2026. Ben Lavelle (BL) added to this, acknowledging the various ongoing workstreams within the scheme and welcomed a steer from the committee on phasing of the rollout of the remaining proposals in the consultation. It was expected that the other changes from the consultation will be implemented this calendar year and stakeholders will be contacted over summer to confirm details, but this will be kept under review.

Glyn Jenkins (GJ) raised the issue of backdating the changes which had arisen in previous instances. He added that there was a risk of employers exiting the scheme ahead of the implementation of New Fair Deal. RL added that a response on consolidation as soon as possible would be preferable.

BL also confirmed that the Two-Tier Code is being worked on but timelines could not be confirmed.

6. 2025 ACTUARIAL VALUATION

The actuarial representatives confirmed that the 2025 triennial fund valuations were mostly complete. There had been increased engagement and robust discussions with scheme employers during the process. Employer contributions in the majority were reducing at a steady pace and funding positions have improved however the risk posed by geopolitical factors remained high. It was confirmed that Barnett

Waddingham will be producing a scheme-level valuation report for the Board based on an aggregation of fund valuation reports. This should be available in summer 2026.

Richard Paul (RP) said that some universities were unhappy with the valuation process and new employer contribution rates resulting from the valuation. It was also felt from the universities section that there were sometimes disparities in setting discount rates, increase in prudence from last valuation and inconsistent assessment of employer covenant. RP added that the Universities and Colleges Employers Association (UCEA) will be writing to government to highlight these issues and some universities were considering their legal options.

Paul Guilliotti (PG) said that Richmond and Wandsworth have increased their prudence owing to geopolitical factors and whilst there is an opportunity for the valuation to lower employer rates, smoothing of contribution rates is important to ensure stable long-term funding levels.

The actuaries added that the new Funding Strategy Statement guidance was achieving its aim of promoting more engagement between funds and employers through the valuation process. Practice across funds still varied in terms of employer engagement and expectations.

It was noted that some employers had expectations around contribution rate setting due to financial pressures and increasing funding levels and balancing that with the long-term efficiency of the fund.

JH asked whether the Internal Dispute Resolution Procedure (IDRP) could be a viable route to resolve issues for employers unhappy with the outcome of the valuation process. The committee agreed that it would be helpful if the LGPS regulations could be made clearer that the IDRP process is available to utilise in such instances.

GAD said that they would be reviewing the consistency of approach between funds as part of their section 13 review of local fund valuations. Their review would also take into account the need to secure the solvency and long-term cost effectiveness of the funds. While the aim was to complete this process quicker than in previous rounds, it would need some time to be done properly.

7. REVISION OF RATES AND ADJUSTMENT CERTIFICATES

Ben Lavelle (BL) introduced the item to the committee. There had been a commitment to review Regulation 64a of the LGPS regulations 2013 as part of the progression of the Pension Schemes Bill and MHCLG would review proposals before the summer and once the Fit for the Future regulation work was completed.

The committee were asked if there had been any councils signalling a desire to request a review of contribution rates to which it was said there had been none. The committee noted the update.

8. FUNDING STRATEGY STATEMENT - RESEARCH PROJECT

JH introduced paper C to the committee which detailed a research proposal written by the Board's Research and Data Analyst, Sarah Tingey (ST). Following on from a letter sent by the Association of Consulting Actuaries which was submitted to the committee at its meeting on 30 June 2025, it had been agreed that the Board review Funding Strategy Statements in order to determine whether the new guidance had improved the consistency in approaches to valuation rates and calculation of exit credits. Simon Taylor (ST) commented that the review needed to ensure it took into consideration flexibility in the policies to deal with differing employer circumstances.

9. EMPLOYER EXITS SURVEY

JH introduced paper D to the committee which summarised the findings from the survey on employer exits conducted by the Board. There was evidence that while the majority of exits were for proper purposes (e.g retenders of contracts) there were some employers who were generating exits in order to attempt to obtain an exit credit.

The committee agreed the following actions should be proposed to the Board to address this, namely:

- Putting in place regular data gathering so that it is possible to analyse exit trends over time (either through the fund annual report or the government's SF3 return)
- Consultation with actuarial and legal experts on extra guidance and clarification of the regulations around calculating exit payments/credits
- Making the case for further government action to ban the practice of employers incentivising staff to opt-out of LGPS, with the aim of generating an exit credit

The member representatives on the committee said that they would like to see any government action take effect retrospectively, to avoid the temptation for employers to rush to take action to encourage members to leave the scheme ahead of any ban on incentivisation.

10. GENDER PENSIONS GAP UPDATE

Becky Clough (BC) introduced paper E to the committee. The benefit changes arising from the Access and Fairness consultation were welcomed. The changes were directly attributable to the Board's work on exploring the Gender Pensions Gap (GPG).

A joint GPG research project with Investors for Purpose (formerly Pensions for Purpose) and Westminster Pension Fund is underway and is being co-funded between the Board, Westminster Pension Fund and Hymans. The research would:

- Quantify the scale of gender, ethnicity and disability gaps within the fund, both for active members and pensioners, and analyse how it has evolved over the years
- Understand the intersectionality between gender, disability and ethnicity in influencing pension outcomes
- Investigate the reasons for the gap
- Understand members' attitudes to pension saving, with a gender and ethnic breakdown
- Identify practical actions and best practices to close the gaps and explore obstacles for members and employers
- Raise awareness and improve communication, engagement, recruitment, and membership retention across the LGPS

The committee readdressed its commitment to create an LGPS-specific version of the "Mind the Gap" employer guide with the Pension Equity Group (PEG). It was agreed that the secretariat would review the current document to identify where it could be made LGPS specific.

Actions H and I had been added to the working group action log and could be found at annex B of paper F. The Chair thanked BC and the working group for continued work in this area.

ACTION - that the secretariat considers an LGPS specific version of the 'Mind the Gap' employer guide.

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

11. COMMITTEE WORKPLAN

BC introduced paper F to the committee which gave an updated overview of key workstreams. The committee suggested the addition of employer incentives to leave the scheme to the workplan. The committee then approved the updated workplan.

ITEM 12 – AOB AND DATE OF NEXT MEETING

There were no items of other business.

The date of the next meeting was confirmed as 6 July 2026 at 11am.

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