To:	Kent Pension Board – 25 November 2026
From:	Chairman Kent Pension Board, Corporate Director - Finance
Subject:	Employer Governance Matters
Classification:	Unrestricted

Executive Summary:

This report provides an update on Fund employers' governance, and admission matters.

An update is also provided on Committee's delegation in December 2024 to the Head of Pensions and Treasury, regarding new Fund employer and employer exit decisions, with an associated recommendation to be taken to Committee at their meeting in December.

Summary of key employer governance statistics and employer activity:

- The total number of employers in the Fund has increased from 476 to 482 over the quarter to 30 September 2026.
- Contribution income for this quarter totalled £86.2m.
- The Fund received an average of 99% of contributions measured by value and an average of 96% of contributions measured by employer on time during this quarter.
- A number of new admissions and exiting employer arrangements have been agreed by the Head of Pensions and Treasury as routinely reported to the Board and Committee. These are detailed in the attached Appendix One issued on the Member Portal.
- Further to a review by Fund officers, a recommendation will be taken to Committee at their December 2026 meeting to continue with the delegation agreed in December 2024 to the Head of Pensions and Treasury, to agree new employer admission and cessation arrangements.

Recommendation:

The Board is recommended to note the report.

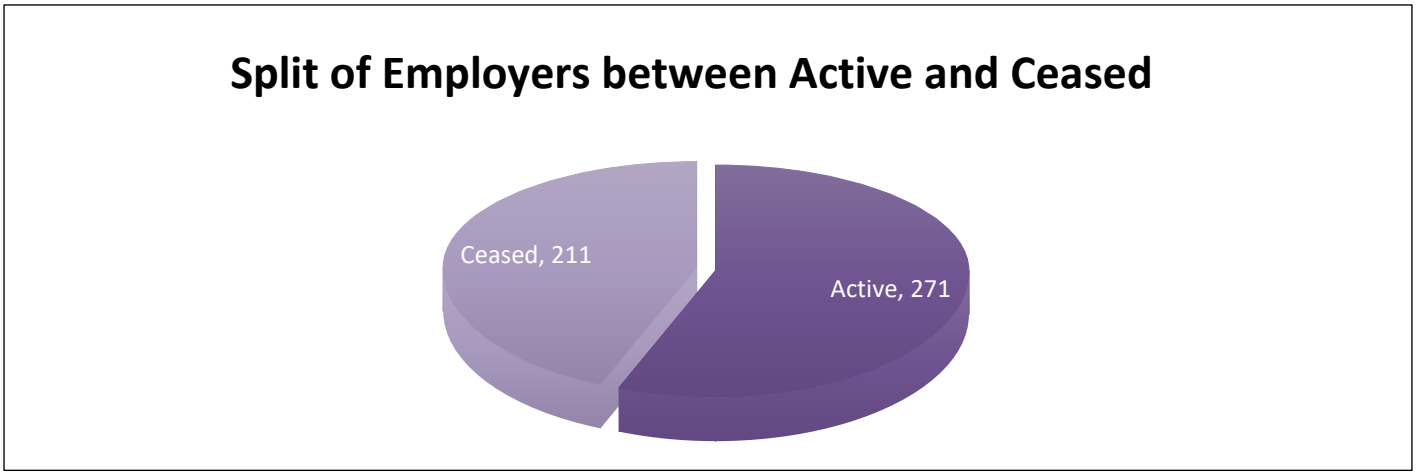
FOR INFORMATION

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1 Employer update for the 3 months to 30 September 2026

1.1 On 30 June 2026 there were 476 employers in the Fund. This number increased by six overall since then to 482 employers in the Fund on 30 September 2026.

1.2 During this period, four admitted bodies, one resolution body and one multi-academy trust legally joined the Fund as active employers[1]. Four employers ceased as active employers[2] (which does not affect the total number).



Type	New Employers	Date Joined Fund	Date Legally Completed
Admitted Body	Birkin Cleaning Services Ltd (re Maplesden Noakes)	1 August 2021	29 June 2026
Admitted Body	Birkin Cleaning Services Ltd (re Maritime Academy Trust)	9 August 2023	17 July 2026
Admitted Body	Cater Link Ltd (re Borough Green Primary)	1 September 2025	22 September 2026
Admitted Body	Cleantec Services Ltd (re Swale Academy Trust)	20 October 2025	28 August 2026
Resolution Body	Downswood Parish Council	1 August 2026	23 July 2026
Academy Trust	The Bluebell MAT	1 September 2026	16 October 2026

Type	Ceased Employers	Cessation Date
Admitted Body	Birkin Cleaning Services Ltd (re Maplesden Noakes)	31 July 2025 (joined and left within the quarter)
Admitted	Exclusive Contract Services Ltd	31 December 2025 (late notification of

[1] 'Pending' to 'Active' on Fund database.
[2] 'Active' to 'Ceased' on Fund database.

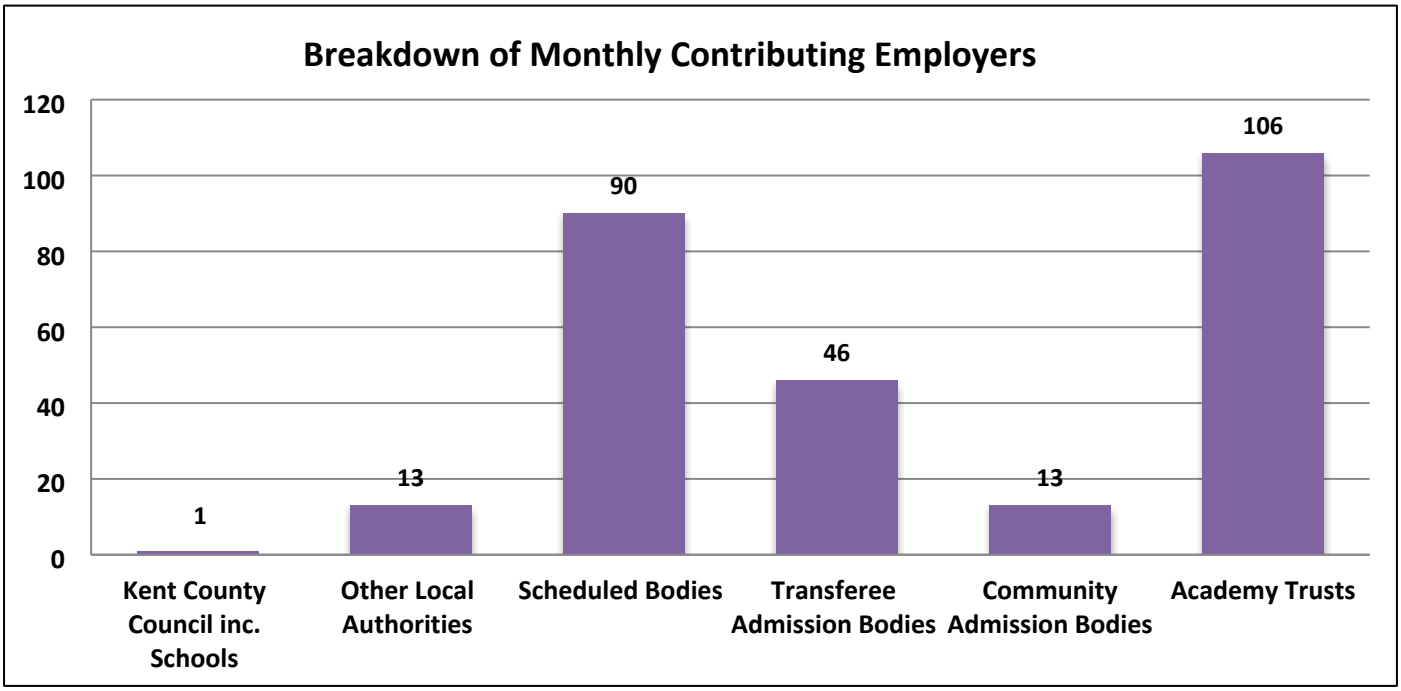
Body		leaving)
Resolution Body	Eythorne Parish Council	1 June 2026
Academy Trust	Rainham Mark Educational Trust	30 September 2026

1.3 In quarter two the Fund received £86.2m in respect of monthly contributions (employer and employee) as follows:

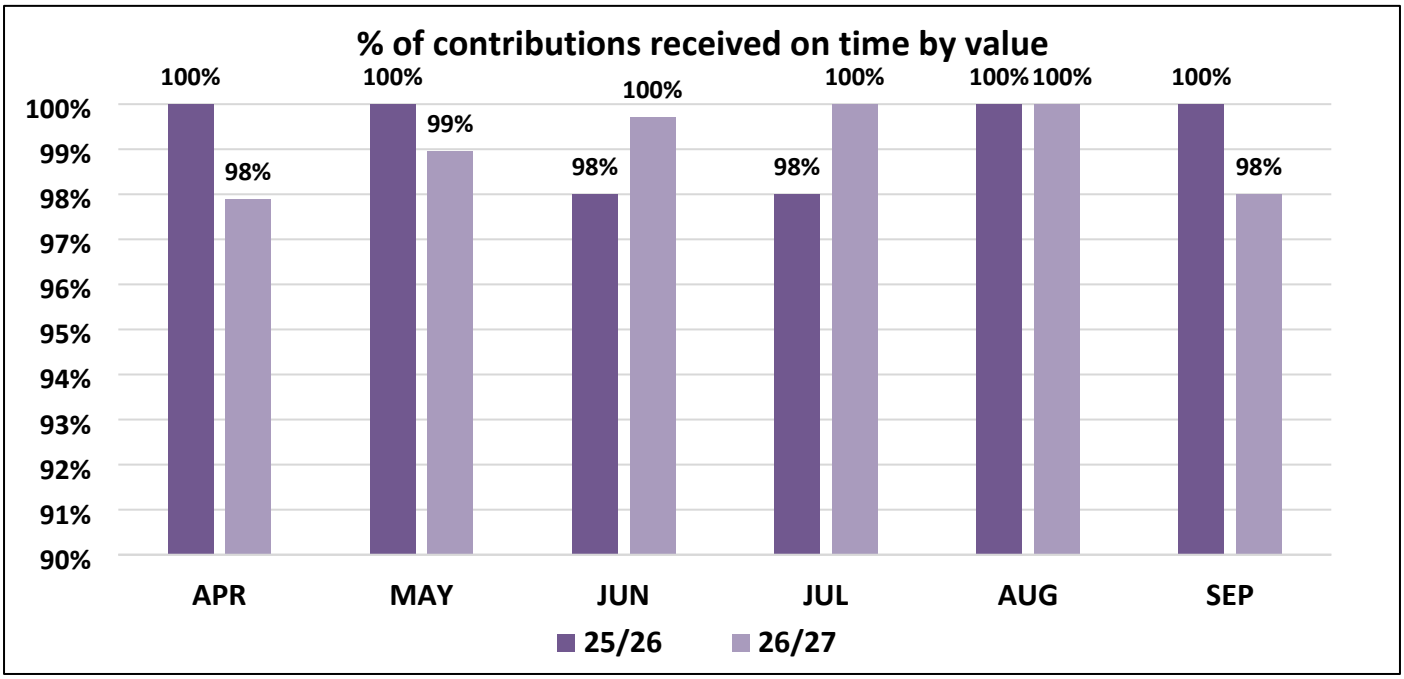
	Received Early	Received on 19th	Received Late	Total
	£	£	£	£
July	20,039,769.79	8,533,291.73	70,235.07	28,643,297
August	16,932,387.31	11,566,357.57	32,247.68	28,530,993
September	19,210,380.19	9,313,013.05	527,694.02	29,051,087

1.4 The £86.2m compares with contributions received for quarter 2 of 2025/26 of £88.9m as employer and employee membership will have changed and following the 2025 triennial valuation employer contribution rates have largely decreased for the three years to 31 March 2029.

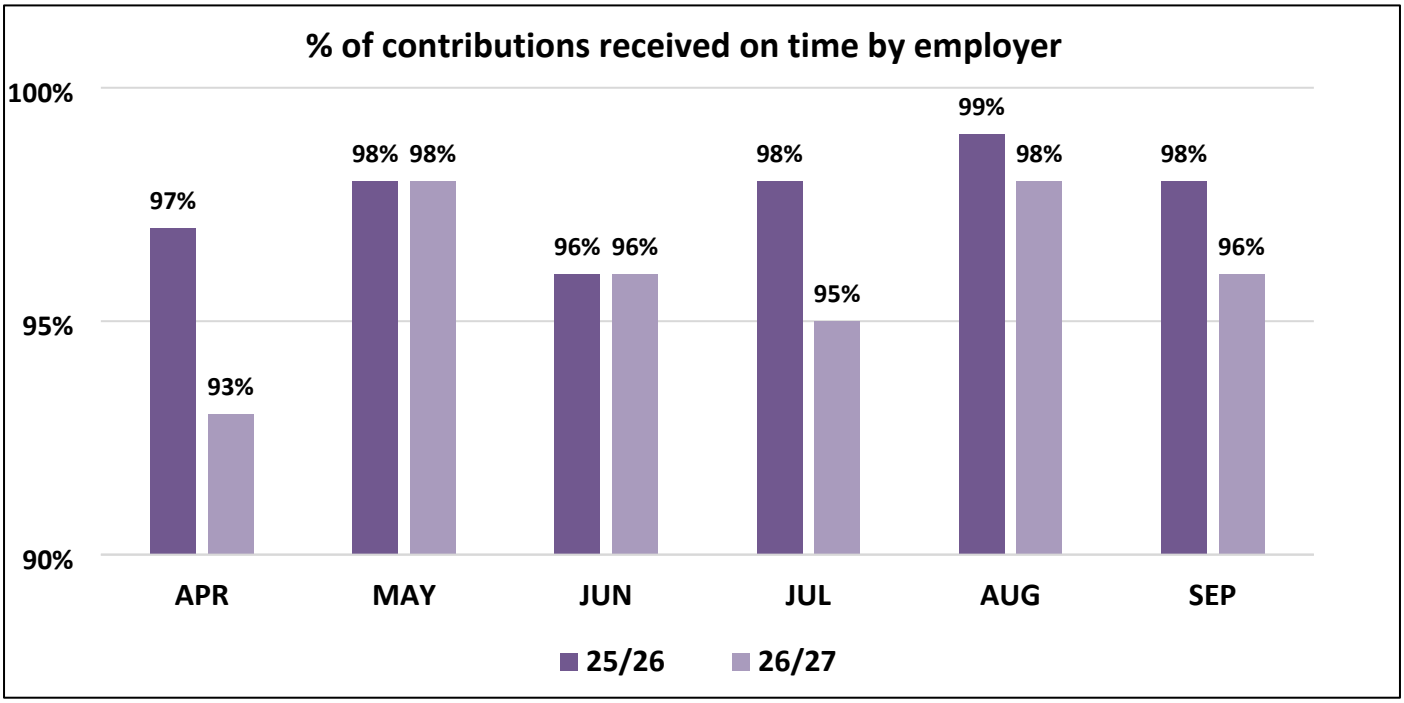
1.5 The following chart shows employers from whom the Fund receives monthly contributions by Employer Group. We note that two employers are not included, as they contribute annually.



1.6 The following chart shows the % of contributions received on time by value:



1.7 The following chart shows the % of contributions received on time by employer: In September, the 19th fell on a Saturday. The Fund sends reminders when the 19th falls on a non-business day.



2 Delegation of authority to the Head of Pensions and Treasury review

2.1 This paper summarises a review of previous Committee delegations to the Head of Pensions and Treasury for new employer admission and cessation arrangements, with an associated recommendation for consideration to be made to continue this arrangement at the Committee's meeting in December 2026.

Background

2.2 At their meeting on 21 June 2019 Committee agreed the following delegations to officers for signing off -

- Legal agreements re admission body arrangements: – Treasury and Investments Manager (Alison Mings) / Senior Accountant – Pension Fund (Steve Tagg) / Investments Accountant (Sangeeta Surana) / Pension Fund Business Partner (Nick Vickers); and

- termination letters re returns of surplus up to £20k and notifications re deficits, as described in the actuary's reports: - Treasury and Investments Manager (Alison Mings) / Senior Accountant – Pension Fund (Steve Tagg) / Investments Accountant (Sangeeta Surana) / Pension Fund Business Partner (Nick Vickers).

2.3 In practice, the 2019 delegations above were designed for 'emergency' situations only that may require decisions outside of the usual Committee meetings, and so all routine new employer admission and cessation decisions continued to be made by Committee. Committee decisions were then reported retrospectively to the Board.

2.4 At their meeting on 3 December 2024 Committee agreed to further -

- delegate authority to agree to any new admission agreements to the Head of Pensions and Treasury subject to satisfactory legal and actuarial advice, including authority for the admission agreement and its associated security (a bond or guarantee) to be legally sealed on behalf of KCC as Administering Authority; and

- to delegate authority to the Head of Pensions and Treasury to discharge associated security (a bond or guarantee) and issue a Termination Certificate to an exiting employer.

2.5 In practice, the 2024 delegations above have seen all new employer and cessation decisions made by the Head of Pensions and Treasury, as then reported post factum to the Board and Committee.

2.6 It was agreed at this meeting to then review these delegations in 12 months' time (i.e. at the Committee's winter meeting in 2025) to ensure that the arrangements are working as intended and remain appropriate.

2.7 At their meeting on 19 March 2025 Committee agreed to -

- delegate authority to the Head of Pensions and Treasury to discharge any surplus when an employer exits the Fund.

2.8 At their meeting on 11 December 2025 Committee agreed to -

- an ongoing delegation to the Head of Pensions and Treasury to agree all new employer admission applications and cessation cases.

- Committee wished to review the arrangements annually, the next review would take place at the Dec 2026 meeting.

<u>Review of delegation</u>

2.9 As agreed at the Committee's meetings in December 2024 and December 2025 as mentioned above, officers reviewed these delegations with the Head of Pensions and Treasury to ensure they remain appropriate and are working as intended and continue to do so annually.

2.10 Officers are comfortable that the delegations remain appropriate as a result of which operational efficiencies have been achieved which has allowed Fund officers to complete cases more quickly than if they had been taken to Committee meetings for a decision.

2.11 To support these decisions, actuarial advice from Howden and legal advice from Invicta Law will continue to be obtained as necessary as well as due diligence from the Fund, such as credit checks, when decisions are made by the Head of Pensions and Treasury.

2.12 Decisions made by the Head of Pensions and Treasury under this delegation are routinely reported to the Board and Committee as seen in Appendix One.

2.13 Feedback received from Nick Buckland as Head of Pensions and Treasury on 2 October 2026 stated that, *"I am happy for the arrangement to continue, it seems to have gone well and has made the process simpler and easier to administer. This arrangement also fits with the change in Governance regulation requiring the LGPS Senior Officer to have delegated authority across all aspects of management of the Fund".*

2.14 Committee wished to review the arrangements annually i.e. the next review will take place at the December 2027 meeting.

2.15 A recommendation will be made by Fund officers to the Committee on 15 December 2026 to continue the delegation to the Head of Pensions and Treasury for new admission and cessation cases, which as mentioned above will be reviewed again at their December 2027 meeting.

Appendix One: Employer admissions and associated matters

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9 November 2026
