

From: Chairman Kent Pensions Board
Corporate Director of Finance

To: The Pensions Board – 18 November 2021

Subject: Pension Fund Business Plan

Classification: Unrestricted

Summary:

To advise the Board of the progress made to date on the 2021-22 business plan and related outturn for 2021-22.

Recommendation:

The Board is recommended to note the report.

FOR INFORMATION

1. Introduction

1.1 The Board is asked to note the updated business plan and costs incurred to deliver the plan forecast for 2021-22.

2. 2021-22 Business plan

2.1 The Fund's business plan has been updated to reflect progress made to date and anticipated for 2021-22 and a copy is at appendix 1.

2.2 Members are asked to particularly note the following developments:

- i) As part of the development of the Fund's RI policy committee members have completed an ESG beliefs survey with results being considered at a special meeting on 23 November.
- ii) The Committee approved the updated Funding Strategy Statement following consultation with employers and other interested parties, at its September meeting and this has been published to the website.
- iii) The Committee approved the updated Investment Strategy Statement at its meeting in September and this has been published to the website.
- iv) The Fund accounts and audit timetable has been extended to the end of November. The Committee is to be asked to approve the Fund report before the 1 December deadline.
- v) KCC is progressing the implementation of the restructure of the finance support for the Fund in line with the recommendations of the Barnett Waddingham review.

- vi) Barnett Waddingham have completed their review of the governance of the Pension Fund and have issued their report. There will be a presentation on their findings and recommendations to members at the Board meeting on the 18th. It is anticipated that during 2021-22 efforts will be focused on the implementation of the recommendations.

3. 2021-22 forecast

- 3.1 The forecast costs to support the 2021-22 business plan are expected to amount to some £4.84m compared to the budget of £5.07m, a reduction of £230,000. Both Pension administration costs and Investment accounting and governance staffing costs are forecast to be lower than originally anticipated due to the later than planned recruitment of additional staff agreed as part of the implementation of the recommendations of the review of the finance function. These savings are offset by higher fees relating to the equity protection programme and actuarial costs.
- 3.2 It is anticipated that the resources required to support the changes to the Fund's governance arising from the Barnett Waddingham review will be provided from within the restructured Treasury and Investments team with support from Democratic Services colleagues.

4. Pension Fund Management Costs

- 4.1 The table below details forecast costs for 2021-22 compared to budget for the delivery of the Fund's business plan.

| | Budget 2021-22 | Forecast 2021-22 |
|---|---------------------------|-----------------------------|
| | £ '000 | £ '000 |
| Pensions Administration | 3,610 | 3,356 |
| Pension Payroll Services | 226 | 226 |
| Payment services | 17 | 17 |
| Financial Services | 69 | 69 |
| Administration Expenses | 3,922 | 3,668 |
| Actuarial Fee including cost of valuation | 250 | 310 |
| Legal Fees | 50 | 25 |
| Direct recovery of actuary, legal fee, and admin costs | -225 | -230 |
| Subscriptions | 46 | 46 |
| ACCESS pooling costs | 115 | 115 |
| Investment Accounting and Oversight costs | 600 | 529 |
| Performance Measurement Fees | 30 | 30 |
| Investment and governance consultancy | 180 | 176 |
| Equity Protection consultancy* | 30 | *105 |
| Other professional advice | 20 | 20 |

| | | |
|--|--------------|--------------|
| Governance and Oversight Expenses | 1,096 | 1,126 |
| Audit fee | 50 | 50 |
| Total | 5,068 | 4,844 |

*Includes Equity Protection restructuring advice cost that was not factored in the budget

5. Review of the Finance support for the Fund

- 5.1 As previously reported progress has been made with implementing the recommendations of the Barnett Waddingham review.
- 5.2 Recruitment of the proposed Head of Pensions and Treasury is in hand and the Treasury and Investments team is being restructured with existing staff moving to new roles within the team and the recruitment of a graduate accounting trainee and a Treasury Accountant. Most staff have commenced their new roles and training is in hand to cover their new responsibilities.
- 5.3 The recommendation to recruit 3 project officers to support the Pensions Administration team and the recruitment of these staff is underway.
- 5.4 Pension administration and Fund investment, accounting and oversight costs are expected to be higher in 2021-22 than in 2020-21 as a result of the restructure however this increase is less than budgetted due to the restructure and recruitment being completed later than originally planned.

Alison Mings, Acting Business Partner – Kent Pension Fund

T: 03000 416488

E: Alison.mings@kent.gov.uk

November 2021
