



LOCAL PENSION BOARD
ANNUAL REPORT
YEAR ENDED 31 MARCH 2025

Foreword by the Chair of the Local Pension Board

On behalf of the Local Pension Board, I am delighted to be able to present the sixth Annual Report of the Local Pension Board of the Leicestershire Pension Fund. This report covers the period from 1 April 2024 to 31 March 2025, to align with the Fund's Annual Report.

As a defined benefit scheme for our 109,262 members, the Leicestershire Pension Fund pays scheme members a retirement income based on salary and the number of years worked for the employer. The Fund invests contributions made by employers into long term investments, and though the market will always fluctuate, investment performance does not affect members' pensions. As of 31 March 2025, the Fund contained £6.7billion of assets.

Throughout the year we have complemented the Administering Authority, ensuring compliance with the Public Service Pensions Act, the LGPS Advisory Board, the Chartered Institute of Public Finance and Accounting (CIPFA) and The Pensions Regulator.

The Board has, over the course of the year, received regular updates on the implementation of the McCloud Remedy, which came into force on 1 October 2023 and continues to be the biggest pension administration challenge.

The Board has no concerns about the Leicestershire Pension Fund or its Administration, though it will continue to monitor the welfare of the pension officers in administering the McCloud remedy, and any future legislative requirements on the Fund. We will continue to support the Pensions Manager, and we are confident he will continue to administer the Fund efficiently and effectively despite ongoing pressures.

To keep the Annual Report succinct, it is difficult to reflect the variety of issues we have considered during another busy year. Further information about the Board's work can be found on the [website](#). Despite the continual challenges, I am looking forward to another successful year ahead.

I would like to place on record the Board's appreciation for the support and transparent advice of the officers.

I would also like to take this opportunity to convey my heartfelt appreciation to the former Chairman of the Local Pension Board, Mrs. Rosita Page CC, for her contributions and leadership on the Board.



Mr. Manjit Singh Saroya

Chairman of the Local Pension Board

Approved: 3 September 2025

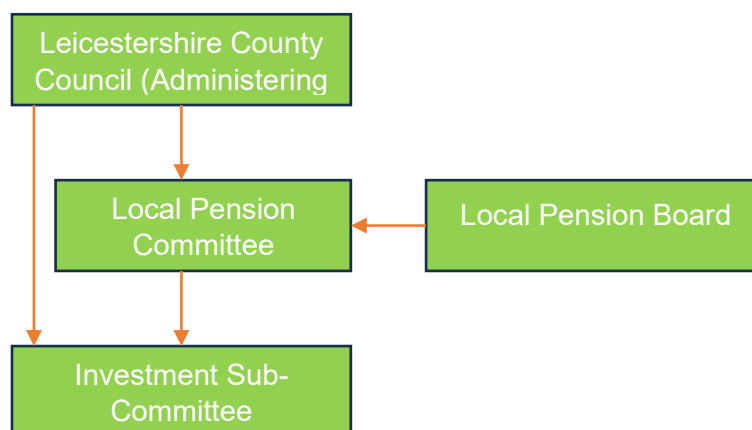
What is the Local Pension Board

The Board was established in accordance with the Local Government Pension Scheme (Amendment) (Governance) Regulations 2015 to assist the Administering Authority in:

- securing compliance with the Regulations, other legislation relating to the governance and administration of the LGPS, and the requirements imposed by the Pension Regulator in relation to the LGPS; and
- ensuring the effective and efficient governance and administration of the LGPS.

While the Local Pension Board was established by the County Council, it does not sit within the typical arrangements that apply to local authority committees, including those that apply to the Local Pension Committee. Instead, the Board operates outside of the usual local authority committee structure and serves an advisory and compliance role for the Fund as set out within its Terms of Reference. The Board cannot be delegated to carry out the functions and responsibilities that legally pertain to the administering authority. However, it does perform activities which support the Local Pension Committee, and it can escalate issues with the Committee and the Pensions Regulator where it expresses concern.

The structure of the Fund is set out below.



The Local Pension Board is comprised of:

- Three employee representatives and
- Three employer representatives.

The current Members of the Board are as detailed below:

Employer Representatives

Mr. Peter Morris CC

Leicestershire County Councillor

Vacancy

Leicestershire County Councillor

Cllr. Elly Cutkelvin

Leicester City Councillor

Employee Representatives

Mr. Manjit Singh Saroya – Chairman

Mr. Anthony Cross

Mrs. Ruth Gilbert

Details of how the Members of the Local Pensions Board are appointed can be found in its [Terms of Reference](#).

Member Attendance

The Board has met on four occasions during the year and attendance has been positive with employer and employee representatives freely giving their time and commitment as shown in the table below.

2023/24		REPRESENTING				
		APRIL	JULY	OCTOBER	FEBRUARY	%
Mrs. R. Page	Administering Authority	✓	✓	✓	✓	100%
MR. R. Shepherd	Administering Authority	x	✓	✓	✓	75%
Cllr. E. Cutkelvin	Leicester City Council	x	x	✓	x	25%
Mr. M. Singh Saroya	Employee Representative	✓	x	✓	✓	75%
Mrs. R. Gilbert	Employee Representative	✓	x	✓	✓	75%

Mr. A. Cross	Employee Representative	✓	✓	✓	✓	100%
Mr. A. Stewart (Reserve)	Employee Representative	\	✓	In attendance	In attendance	100%

Highlights

Full details of the Board's work can be found on the Council's [website](#). A summary is provided below.

Pension Fund Administration

The Pensions Manager provided regular reports and gave updates on the main administrative actions, covering governance areas including the administration of the Fund benefits and the performance of the Pensions Section against its performance indicators.

The Pension Regulators Code of Practice

We received a summary of Fund Officers' initial view of compliance in respect of The Pension Regulator's General Code of Practice, and were pleased to note that compliance or partial compliance with the initial assessment across all relevant subject areas was largely met. Officers worked to become fully compliant with the Code over the year.

Risk Management and Internal Controls

Throughout the year we continued to review the risk register at each of our meetings.

We continued to monitor risks in investment, liability, employer, governance, operational and regulatory areas, for example, the need to receive timely and accurate data from employers, in order for scheme member benefits to be correct and paid on time.

The Board received information on the internal audit arrangements for the Fund and LGPS Central.

Pension Fund Business Plan and Budget 2025/26

Prior to the Budget and Business Plan's consideration and approval by the Local Pension Committee, the Board scrutinised the report.

We questioned the significant pressure on the Pension Section resultant from pieces of work over and above business as usual, the most significant including implementing a solution for the national Pensions Dashboards, phase two of the McCloud implementation, implementation of a replacement Member Self-Service solution and website, and implementation of the Fund valuation. The Pension

Manager advised that the management team would continue to monitor all areas of work.

Pension Fund Annual Report and Accounts 2023/24

The Board's comments were sought on the report in its role in assisting the administering authority in ensuring the effective and efficient governance and administration of the Fund.

Pension Fund Policy Report

We received an annual report of the Pension Fund's current strategies and policies, and were pleased to hear that there were no breaches of law during 2024/25 that were considered material.

Funding Risk Update and 2025 Valuation Planning

The Board's comments were sought on changes to the funding environment since the 2022 valuation, the risks raised by the Fund, and the actions to be taken to help manage the risks as part of the 2025 valuation.

Local Government Pension Scheme

The Board will continue to receive and monitor updates on current development across the Local Government Pension Scheme following the 2024 General Election, and the Government's 'Fit for the Future' consultation.

Consultation: Fit for the Future

The Board expressed concern about the Government directing LGPS funds on where they should invest, and noted that, if brought in by regulation or Government recommendation, it would require a plan on investing 5% of assets in UK Levelling Up projects. The Board were assured the Fund had already met the requirement.

Looking ahead to 2025/26

The Board will maintain oversight of the Fund and continue to receive regular reports on admin, governance and risk.

It is clear that there are a lot of policies, initiatives and schemes in the pipeline outside of the Fund's control which we will monitor and support implementation of given the impact it may have on already heavy administration pressure. This will include the 2025 Valuation, the Government's Pension Dashboard scheme, the continued impact of the McCloud Remedy, as well as changes to legislation as and when required.

Issues of Concern

The Board has a responsibility to report any matter that appears to be materially significant.

There were no significant issues of concern raised with, or by the Board, throughout the year. Furthermore, no issues were escalated to the Local Pension Committee.

Training

We considered a revised Training Policy and training plan for 2025, the requirements for which are set out in the terms of reference for the Board, and applies to all members of the Local Pension Committee, Local Pension Board and senior officers involved in the management and administration of the Fund. The Policy has regard to relevant codes of practice and guidelines issued by the Pensions Regulator, CIPFA, the training needs of the Committee and Board and the Fund's current priorities.

The 2013 Public Service Pension Act requires that members of Local Pension Boards have an appropriate level of knowledge and understanding in order to carry out their role. Any individual appointed to a Local Pension Board must be conversant with:

- The regulations of the Local Government Pension Scheme, including historical regulations and transitional provisions, to the extent that they still affect members;
- Any document recording policy about the administration of the scheme Local Pension Board members must also have knowledge and understanding of the law relating to pensions; and
- Such other matters as may be prescribed in other legislation.

The degree of knowledge and understanding required by Board members is appropriate for the purposes of enabling the individual to properly exercise the functions of the Board. The Leicestershire Pension Fund is committed to supporting Board members to achieve the requisite level of knowledge and understanding through the provision of training in line with its Policy.

Members of the Board complete self-evaluation forms on an annual basis assessing their knowledge in terms of general understanding, funding and pension administration. A personal training plan is then developed for each Member based on the results of these assessments and is supplemented, where appropriate, to cover matters arising over the course of managing the Fund, as part of reports to the Board, and following meetings.

Given there have been several recent changes both within the LGPS, and externally in the broader pension's environment, all Local Pension Board Members are encouraged to complete training provided by the Fund's independent advisor, Hymans Robertson - Aspire Website online module training, as well as other external training as provided by the Scheme Advisory Board, Local Government Association, and LGPS Central.

The Fund has historically reported training undertaken as best practice and was ahead of the Government's proposal that each administering authority should report regularly on training undertaken, and are compliant with the General Code of Practice requirements. The attendance log for training undertaken outside of Board Meetings is as follows:

2024 – 2025		Joint Training – Hymans Modules – April 2024	Joint Training – Hymans Modules – May 2024	Joint Training – Hymans Modules – September 2024	Joint Training – Hymans Modules – November 2024	LGPS Online Learning Academy – Conflict of Interest – Hymans Robertson	LGPS Governance Training	Payment of Transfers of Pension Rights
Mrs. R. Page	Administering Authority	x	X	✓	✓	\	\	✓
Mr. R. Shepherd	Administering Authority	x	✓	✓	x	✓	\	✓
Cllr. E. Cutkelvin	Leicester City Council	✓	x	✓	x	x	\	x
Mr. M. Singh Saroya	Employee Representative	x	x	x	x	x	✓	✓
Ms. R. Gilbert	Employee Representative	✓	✓	✓	x	x	\	✓
Mr. A. Cross	Employee Representative	✓	✓	✓	✓	✓	\	✓
Mr. A. Stewart (Reserve)	Employee Representative (Reserve)	\	\	\	\	\	\	\

Hymans Aspire Learning Training

The Fund introduced the Hymans Aspire Learning Academy during November 2021, which was updated in June 2023. This was designed to support the training needs of the Pension Committee and Board members, and Fund Officers, and it supplements the Fund's own training plan. It consists of a series of video presentations with supplemental learning material and quizzes. Completion by Committee and Board Members of these training modules from April 2024 to March 2025 is set out below.

Members also complete current issues modules when published, which are updated regularly, for example, issues around the McCloud remedy implementation.

2024-2025	1 - Committee Role and Pensions Legislation	2 - Pensions Governance	3 - Pensions Administration	4 - Pensions Accounting and Audit Standards	5 - Procurement and Relationship Management	6 - Investment Performance and Risk Management	7 - Financial Markets and Product Knowledge	8 - Actuarial methods, Standards and Practices
Mrs. R. Page	C	E	C	E	E	C	C	C
Mr. R. Shepherd	C	C	C	C	C	C	C	C
Cllr. E. Cutkelvin	C	E	C	E	C	E	E	C
Mr. M. Singh Saroya	C	C	C	C	C	C	C	C
Ms. R. Gilbert	C	C	C	C	C	E	E	C
Mr. A. Cross	C	C	C	C	C	C	E	C
Mr. A. Stewart (Reserve)	C	C	C	C	C	C	C	C

E – Enrolled C – Completed