

Scottish Local Government Pension Scheme Advisory Board

10:30-12:30, Wednesday, 3 December 2025

MS Teams

Attendees

<u>SAB Members</u>	
Andy Thompson (Chair)	GMB
Cllr David Parker (Vice Chair)	COSLA
Simon Watson	Joint Secretary - UNISON
Arthur Nicoll	UNISON
Dr Davena Rankin	UNISON
David Bell	UNITE
Kenny Dick	Care Inspectorate
Cllr Vaughan Moody	COSLA
Cllr Simon Mountford	COSLA
Cllr Mandy Watt	COSLA
Cllr David Richardson	COSLA
<u>Advisers and Observers</u>	
Gareth Dixon	Joint Secretary - COSLA
Susie Hare	SAB Policy Officer
Amanda Templeman	Finance Advisor - Director of Finance - Falkirk
Richard MacIndoe	Fund Advisor - Strathclyde Pension Fund
Garth Foster	GAD
Anne-Marie Pettie	GAD
Albert Chen	Fund Advisor - Lothian Pension Fund
Catherine McFadyen	Actuarial Advisor - Hymans
Iain Coltman	SPPA
Ross Hugh	Observer - Fife Pension Board
Tony Caleary	Observer - Falkirk Pension Board
David Marsh	Observer - Shetland Pension Board
Tom Howorth	Observer - Lothian Pension Board

Apologies

Annette Drylie	GMB
Laura Colliss	Fund Advisor – NESPF Fund
Eva Sobek	SPPA
Graham McNab	UNITE
Victoria Rogers	Personnel Advisor - SPDS
Kirsty Robb	Scottish Borders College
Alan Wilkinson	SPPA

Discussion

1. Welcome and Apologies

The Chair welcomed everyone to the meeting and apologies were noted. It was agreed that meeting would be recorded for the purposes of the minutes.

2. Conflict of Interest Declarations

None advised.

3. Minute of Last Meeting and Matters Arising

The minutes of the previous meeting of 27 August 2025 was submitted and approved as correct record. There was a correction noted for Amanda Templeman's role.

ACTION: SAB Secretariat to update Minute.

4. GAD Update on Valuations

Garth Foster and Anne-Marie Pettie presented a valuation training highlighting their ongoing engagement with the LGPS(S) ahead of the 2024 valuations over the next year.

The training covered how the LGPS(S) valuation is carried out, the assessment of the HMT Cost Control Mechanism, reflections from the 2020 Valuation, outline of the GAD valuation process and the assumptions set for the 2024 Valuation with a focus on scheme-set assumptions.

The presentation outlined the process for 'scheme-set' assumptions noting the SAB's role in providing feedback on the assumptions as decided with the SPPA. The key assumptions outlined were the baseline mortality rates and the commutation for the LGPS(S) over the years. Questions were raised on what factors were considered in the assumptions and how this can be reflected in the regulations.

A timeline of the GAD 2024 Valuation work, it is expected that GAD would be expecting to present their assumptions advice to the SAB in Spring/Summer 2026.

ACTION: SAB Secretariat to share presentation slides

5. SPPA Update

Iain Coltman detailed the powers of the Pension Schemes Bill as outlined in Chapter One within the Bill, the legislative consent memorandum progress through Scottish Parliament. The Bill will give the Scottish Government the parity of powers for asset pool companies, asset management and scheme manager governance reviews. He noted how COSLA and pension funds responded to the Local Government, Housing and Planning Committee at Scottish Parliament, and that the legislative consent memorandum had passed at committee level and that it would be passed at Scottish Parliament once time allows.

Questions were raised on pension protection ages, flexible retirement policies for scheduled and admitted bodies and the costing of the changes to the death benefits for over 75s.

The Chair questioned how the Bill would be applied in Scotland and asked what the government's intentions to apply the powers were. SPPA stated that the current government's position was not to pursue asset pooling like England and Wales, but it retains the parity of powers for future policy decisions at a Scottish Government level. The Chair noted the SAB would appreciate any changes to the government's intention to apply the powers of the Bill. When referencing to the Local Government, Housing and Planning Committee the SPPA were asked whether trade unions were also consulted by the Scottish Government, SPPA explained that it was Scottish Parliament committees led consultation and from their knowledge trade unions were not consulted. It was noted by the SAB that Scotland had a different size to England and Wales, she noted the risk to employers' involvement.

6. SAB's Response to the SPPA Consultation

The Chair opened the discussion to any comments or questions to the SAB's response to the SPPA consultation. Amanda Templeman questioned whether Q2, the draft regulations do not include any proposals on this topic and questioned why it was included in the consultation and whether the SAB wanted to respond to this question with a similar sentiment. The SPPA said it would seek further information and write to the SAB to ensure clarity. Cllr Vaughan Moody questioned the scope of Q19 and the SPPA confirmed that it did not include firefighters.

The SAB agreed to the consultation response.

ACTION: SAB Secretariat to send final draft of SPPA Consultation response

ACTION: SPPA to send on information to clarify the SAB's questions

7. Gender Pension Gap

Susie Hare outlined the action taken by the Joint Secretariat team's action on the topic and its draft workplan which would be presented to the gender pension gap working group, if the SAB agrees to establish the group with the proposed membership.

Davena Rankin questioned whether the Joint Secretariat would consider expanding the number of SAB members to the working group. The SAB agreed.

ACTION: SAB Secretariat to write to the SAB members on membership interest to join the Gender Pension Gap working group.

8. SAB Attendance to the Scottish and NI LGPS Fund meeting

Arthur Nicoll highlighted the benefit of attending the meeting and the importance of its knowledge sharing. Arthur Nicoll noted training for pension funds were searching for training and qualifications for pension administrators in Scotland, he questioned whether the SAB could help provide a solution to this. Susie Hare agreed and noted it would be helpful for the SAB to stay up to date.

The SAB agreed with the paper.

9. Working Groups Update

Simon Watson provided a verbal update on the English and Welsh SAB's working group on Knowledge and Skills.

The SAB approved of the paper and agreed to its proposals.

10. Fit for Future Event

Susie Hare provided further information on the Joint Secretariat's meeting with the proposed facilitator of the event.

The Chair provided feedback on the ability of ACAS and expressed concern that they might not have the time to help with the event. The SAB was asked whether they had a view on whether the event would be hybrid or in-person. The Chair agreed that an event should go ahead with the facilitator of George Graham. Cllr Mandy Watt offered the Edinburgh City Chambers booking support. The Joint Secretariat noted the beginning of February is the current planned event.

The SAB agreed to the proposal.

ACTION: SAB Secretariat to plan the Fit for Future event

11. SAB Work Plan

The SAB considered a paper which provided an update on the status of the Work Plan and highlighted progress in certain areas.

The SAB agreed to the paper.

12. AOB

Susie Hare announced that she would be resigning for her post as Policy Officer beginning in January. She thanked the SAB for the opportunity to work alongside the Board and the Joint Secretariat. The Chair and the Joint Secretariat thanked Susie for her time in the role.

The Joint Secretariat raised the action of rehiring for the role. It was questioned whether the budget allowed for the rehiring of the role, it was agreed that there were the funds to rehire. The Chair proposed to rehire for the role. The SAB agreed.

ACTION: SAB Secretariat to advertise for the role of Policy Officer

It was noted the February date was a day prior to the council budget and was advised that councillors may not be able to attend. The Chair asked SAB members to advise the Joint Secretariat of their availability.

ACTION: SAB Secretariat to send out meeting invites

Future Meeting Dates:

The SAB agreed the future meeting dates of:

- Wednesday 25 February 2026 (online)
- Wednesday 27 May 2026 (in person)
- Wednesday 26 August 2026 (in person)
- Wednesday 25 November 2026 (online)

The above dates were agreed.