

TEESSIDE PENSION BOARD

Date:	Monday 9th February, 2026
Time:	2.00 pm
Venue:	Spencer Room, Town Hall

AGENDA

1. Welcome and Fire Evacuation Procedure

In the event the fire alarm sounds attendees will be advised to evacuate the building via the nearest fire exit and assemble at the Bottle of Notes opposite MIMA.

2. Apologies for Absence

3. Declarations of Interest

To receive any declarations of interest.

4.	Minutes - Teesside Pension Board - 17 November 2025	3 - 8
5.	Draft Minutes - Teesside Pension Fund Committee - 24 September 2025	9 - 14
6.	Teesside Pension Fund Committee - 10 December 2025 (Inquorate) & 3 February 2026	
	Verbal Report	
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9.	The Pensions Regulator Governance and Administration Survey	35 - 56
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12.	Any other urgent items which in the opinion of the Chair, may be considered.	

Charlotte Benjamin
Director of Legal and Corporate Services

Town Hall
Middlesbrough
Friday 30 January 2026

MEMBERSHIP

Councillor C Massey (Chair), J Bell (Deputy Chair), Councillor N Walker, P Thompson

Assistance in accessing information

**Should you have any queries on accessing the Agenda and associated information
please contact Tabitha Frankland/Claire Jones, 01642 726241/01642 729112,
tabitha_frankland@middlesbrough.gov.uk/claire_jones@middlesbrough.gov.uk**

TEESSIDE PENSION BOARD

A meeting of the Teesside Pension Board was held on Monday 17 November 2025.

PRESENT: Councillor N Walker, J Bell and J Stubbs

ALSO IN ATTENDANCE: H Chambers (South Tyneside) and P McCann (South Tyneside)

OFFICERS: C Jones, A Lister and A Prior

APOLOGIES FOR ABSENCE: Councillors C Massey and P Thompson

25/43 WELCOME AND FIRE EVACUATION PROCEDURE

The Chair welcomed all present to the meeting and read out the Building Evacuation Procedure.

25/44 DECLARATIONS OF INTEREST

Name of Member	Type of Interest	Item/Nature of Interest
J Bell	Non pecuniary	Member of Teesside Pension Fund
Councillor N Walker	Non pecuniary	Deferred Member of Teesside Pension Fund

25/45 MINUTES - TEESSIDE PENSION BOARD - 7 JULY 2025

The minutes of the meeting of the Teesside Pension Board held on 7 July 2025 were taken as read and approved as a correct record.

25/46 MINUTES - TEESSIDE PENSION FUND COMMITTEE - 18 JUNE 2025

A copy of the minutes of the meeting of the Teesside Pension Fund Committee held on 18 June 2025 was submitted for information.

25/47 MINUTES - TEESSIDE PENSION FUND COMMITTEE - 23 JULY 2025

A copy of the minutes of the meeting of the Teesside Pension Fund Committee held on 23 July 2025 was submitted for information.

25/48 TEESSIDE PENSION FUND COMMITTEE - 24 SEPTEMBER 2025

The Head of Pensions, Governance and Investments provided a verbal update on agenda items considered at a meeting of the Teesside Pension Fund Committee held on 24 September 2025. Items included:

- Presentation from Border to Coast with an update on Real Estate.
- Investment Activity Report.
- Investment Advisors Reports
- Pooling Governance
- Administration Report.
- Draft Annual Pension Fund Report
- Presentation from the actuary re various contributions.

AGREED that the information provided was received and noted.

BOARD MEMBERSHIP

A report of the Director of Finance and Transformation was presented to provide Members of the Teesside Pension Board with an update on the Board Membership.

The purpose of the report was to

- appoint a Deputy Chair from the scheme-member representatives;
- update the Members of the Teesside Pension Board on progress and proposals to fill vacancies on the Board;
- remind the Board Members of their terms of office and that the Deputy Chair will become the Chair (by rotation).

Proposed Change in Board Composition

The Head of Pensions, Governance and Investments advised the Board of a request to amend the terms of reference to enable each of the four main councils to have representation on the Board. This would require increasing the number of employer-nominated Board members by two to allow each council to appoint a representative.

The Board discussed the implications of increasing its size, including the potential impact on the quorum requirements, the importance of ensuring Members possess the necessary training and expertise and the historic difficulty in recruiting new Members to the Board. A Member noted that Board Members do not represent their individual Local Authorities, but rather the interests of the Fund as a whole. Following discussion, it was agreed that the current Board structure should remain unchanged, as it provided continuity and ensured the necessary competency to support effective decision-making.

Board Vacancies

Members were advised that following the last meeting, there were two vacancies on the Teesside Pension Board;

- A vacancy for a scheme-member Board representatives drawn from the recognised trade unions representing employees who were scheme members of the Fund and;
- A vacancy for an employer-member Board representatives drawn from an employer other than the four main Councils (Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton Councils).

A request was made to the trade unions to nominate a scheme member representative to the Board with a closing date for nominations of 7th November 2025. The trade unions that could nominate employer representatives were GMB, UNISON and UNITE. Previous scheme member representatives were able to apply. If there was more than one nomination the candidates would have been invited to interview, which would have been conducted by a selection panel consisting of Middlesbrough Council's Chief Finance Officer, Monitoring Officer and Head of Pensions Governance and Investments. Only one nomination was received from the trade unions for Mr Paul Thompson of Unison whose nomination was also supported by GMB. Paul was therefore welcomed back onto the Board with a new four-year term.

As Members had agreed to retain the current Board structure, the Head of Pensions Governance and Investments would now coordinate the recruitment process for the employer-member Board representative and report back on progress to the next Board meeting.

Extension to Terms of Office

The Board were advised that the term of office for the member representative, Mr Jeff Bell would expire in February 2026. Extensions to terms of office up to a maximum of two years may be made by the Appointment Panel with the agreement of the Board or a Board member may be appointed for further terms of office using the usual appointment process.

Mr Jeff Bell had agreed to extend his term of membership and the Board confirmed their agreement.

Board Chair

The Board were advised that term of office of the previous Board Chair expired following the last meeting. This created a vacancy, which, in accordance with the Board's Terms of

Reference, was to be filled by the Vice Chair, Councillor Massey. As Councillor Massey had submitted his apologies for this meeting, it was agreed that he should be contacted to confirm his acceptance of the role.

Following discussion, the Board agreed that Mr Jeff Bell would assume the role of Vice Chair, which he accepted.

AGREED that:

- The information provided was received and noted.
- The current Board structure should remain unchanged.
- Mr Paul Thompson was reappointed to the Board on a new four-year term.
- The Head of Pensions Governance and Investments would coordinate the recruitment process for the employer-member Board representative and report back on progress to the next Board meeting.
- An extension be put in place to the terms of office of Jeff Bell for two years following agreement by the Board.
- Councillor Massey is to confirm his acceptance of his position as Chair. Mr J Bell is to become Vice Chair.

25/50

GOVERNMENT CONSULTATION LGPS ACCESS AND PROTECTIONS

At this point in the meeting, Cllr Walker declared a further interest, given that the agenda item pertained to proposals to reinstate LGPS eligibility for Councillors.

A report of the Director of Finance and Transformation was presented to inform Members of the consultation issued by the Government the Local Government Pension Scheme (LGPS) in England and Wales: Scheme improvements (access and protections) and to outline some key points from the consultation and how the Teesside Fund could be impacted by the eventual outcome.

The Board were advised that the Ministry of Housing, Communities and Local Government (MHCLG) were consulting on restoring access to the Local Government Pension Scheme for Councillors in England and extending it to Mayors. The consultation comes off the back of the Access and Fairness consultation earlier this year and covers further administration and benefits related issues, some of which have long been in the offing (like Fair Deal) and some which are more recent proposals (the readmission of councillors into the scheme).

The proposed reforms would align England with Scotland, Wales and Northern Ireland where elected members already had access. MHCLG stated that "The proposals would show locally elected leaders the respect they deserved as dedicated public servants. This comes as local government reorganisation and devolution continued to reshape councils across England, the responsibilities held by Mayors and Councillors were expanding significantly."

Other measures being consulted on included making it simpler for Multi-Academy Trusts to apply for their staff from different schools to be in the same pension fund and the implementation of new Fair Deal protections ensuring workers outsourced from local government keep seamless access to the Local Government Pension Scheme.

A Member queried whether there was a process through which all four Local Authorities could seek the views of their Councillors regarding the readmission of Councillors to the scheme. It was suggested that the Monitoring Officers be contacted, to explore whether they could facilitate this.

It was noted that there was a nine-week deadline for consultation responses. The Head of Pensions Governance and Investments would continue to work with colleagues in Border to Coast and its Partner Funds to produce a response for discussion.

AGREED that the information provided was received and noted.

25/51

DRAFT TEESSIDE PENSION BOARD ANNUAL REPORT 2024-25

A report of the Director of Finance and Transformation was presented to provide Members with a draft Pension Fund Annual Report and Accounts for the Teesside Pension Fund.

The recommendation of the report was that Members noted the draft Teesside Pension Fund Annual Report and Accounts 2024/25, at Appendix A.

The Annual Report included;

- Overall Fund Management
- Governance and Training
- Financial Performance
- Fund account, net assets statement and notes
- Investments and Funding
- Administration

The Draft Pension Fund Annual Report 2024/25 would be published prior to the 1st December deadline. A final version of the Annual Report would be produced and published once the audit of the 2024/25 accounts was complete.

AGREED that the Teesside Pension Fund draft Annual Report and Accounts 2024/25 was received and noted.

25/52

UPDATE ON WORK PLAN ITEMS

A report of the Director of Finance was presented to provide Members of the Teesside Pension Board with information on items scheduled in the work plan for consideration at the current meeting and to present the Board with an updated work plan covering the next two calendar years.

The items scheduled for consideration in the work plan for this meeting were a review of administration reports in relation to any late payment of contributions and the annual review of Board training.

The work plan at Appendix A of the report, set out the planned activity for the Board. This was brought to each Board meeting and would be updated in line with suggestions from the Board and to take account of any changes to best practice or the regulations and guidance for the Scheme.

AGREED that the information provided be noted.

25/53

ANY OTHER URGENT ITEMS WHICH IN THE OPINION OF THE CHAIR, MAY BE CONSIDERED

None.

25/54

EXCLUSION OF PRESS AND PUBLIC

In relation to the Pension Administration Report and appendices at Agenda Item 14, the Monitoring Officer had determined that the report did not meet the criteria to be exempt from press and public. Therefore, the Chair recommended that Members of the Board agreed that the report could be heard in public.

ORDERED that;

- The report for Agenda Item 14, previously marked as exempt, be heard in public;
- In respect of Appendix A and Appendix B, the Board passed a Resolution Pursuant to Section 100A (4) Part 1 of the Local Government Act 1972 excluding the press and public from the meeting during consideration of the following items on the grounds that if present there would be disclosure to them of exempt information falling within paragraph 3 of Part 1 of Schedule 12A of the Act and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

25/55

PENSION ADMINISTRATION REPORT

A report was presented by representatives of Tyne and Wear Pension Fund to provide Members with an update on the Fund's administration since the change in contract.

From 1 June 2025, the administration of the Teesside Pension Fund successfully transitioned

from XPS Group to the Tyne and Wear Pension Fund (TWPF) under a shared service arrangement. The initial success of this transition was measured by two critical milestones:

- The complete migration of member and employer data and documents as held on the previous provider's pensions administration system to Tyne and Wear Pension Fund's system.
- The timely payment of pensions to all pensioner members on 30 June 2025, ensuring continuity of service without disruption. Both of the initial objectives were achieved. Notwithstanding this, it was accepted by both TWPF and TPF that 1 June marked an extremely challenging go-live date; falling in the middle of the delivery timetables for year-end contribution posting, annual benefit statement production and the 2025 Triennial Valuation.

The report included:

- Annual Benefit Statement Production
- Online Member Services Registration
- Member Data for the 2025 Triennial Valuation
- Service Delivery
- Performance Against Statutory requirements and Key Performance Indicators
- Pensions Dashboard
- McCloud Remedy
- GMP Rectification

In conclusion, representatives advised that the transition to TWPF administration had been successfully completed with additional tasks delivered, exceeding initial expectations. It was acknowledged that there had been some short-term disruption to service delivery, but this was very much an improving picture.

AGREED that the information provided be noted.

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TEESSIDE PENSION FUND COMMITTEE

A meeting of the Teesside Pension Fund Committee was held on Wednesday 24 September 2025.

PRESENT: Councillors J Rostron (Vice-Chair), J Ewan, D Branson, T Furness, D Jackson, D McCabe, J Beall, M Fairley, M Scarborough, Mr B Foulger and Mr T Watson

ALSO IN ATTENDANCE: W Bourne (Independent Adviser), T Backhouse (Mazars), J Baillie (Hymans Robertson), N Moore (Border to Coast), I Milne (Hymans Robertson), L Davison (South Tyneside Council) and N Orton (South Tyneside Council)

OFFICERS: A Humble, W Brown, C Jones, A Lister and T Frankland

APOLOGIES FOR ABSENCE: Councillors J Kabuye (Chair), D Coupe, M Saunders and Ms J Flaws

25/25 WELCOME AND FIRE EVACUATION PROCEDURE

The Chair welcomed all present to the meeting and read out the Building Evacuation Procedure.

25/26 DECLARATIONS OF INTEREST

Name of Member	Type of Interest	Item / Nature of Business
Councillor Beall	Non-Pecuniary	Member of Teesside Pension Fund
William Bourne	Non-Pecuniary	Items 5 & 8, Independent Advisor to East Sussex Council, a fund that was also due to join Border to Coast.
Councillor Branson	Non-Pecuniary	Spouse – Member of Teesside Pension Fund
Councillor Coupe	Pecuniary	Non-Executive Director of Border to Coast Pensions Partnership LTD.
Councillor Ewan	Non-Pecuniary	Member of Teesside Pension Fund and Member of South Tyneside Pension Fund.
Councillor Jackson	Non-Pecuniary	Member of Teesside Pension Fund
Councillor Rostron	Non-Pecuniary	Member of Teesside Pension Fund

25/27 MINUTES - TEESSIDE PENSION FUND COMMITTEE - 23 JULY 2025

The minutes of the meeting of the Teesside Pension Fund Committee held on 23 July 2025 were taken as read and approved as a correct record.

25/28 BORDER TO COAST PRESENTATION (REAL ESTATE)

The Committee received a summary and update on the Fund's Real Estate investments with Border to Coast. The presentation provided information on the following:

- Market Update
- Key characteristics of the UK Real Estate Main Fund
- Portfolio Performance
- UK Main Fund Pipeline – September 2025

It was highlighted that the UK investment market was reflective of the current geopolitical

atmosphere and although it was not directly affected by the global tariff negotiations, general outlook and business sentiment in the UK was still impacted.

UK Real Estate market performance had been mostly driven by income growth in the favoured sectors of industrial, hotel and residential and the lack of transactional evidence to support capital growth continued in a market that had seen subdued trading volumes. In addition, the ongoing polarisation trend of demand towards best-in-class assets (by occupiers and capital) further narrowed the overall levels of market activity.

It was noted that Border to Coast were working with an institutional investor on an investment that dwarfed a lot of the portfolio. This was an off-market sale of established portfolio of 437 SFH units, across 5 sites in England, with 50 to 60 homes on each site.

A Member of the Committee noted that there was an issue raised at the previous meeting regarding a third-party valuation of the transfer from the Fund's direct property portfolio to the Border to Coast (Real Estate) UK Main Fund. The Member queried whether this had now been resolved and how.

It was confirmed that this issue had been resolved. 29 assets had been transferred and 5 had been kept for various reasons. These assets had been maintained and managed in the usual way but they were over market value and there was a significant difference in opinion so they were retained.

A Member queried whether social considerations had been taken into account regarding the investment of the 437 SFH units mentioned. It was confirmed that investments were made on a financial basis and Border to Coast's priority was to ensure long-term returns for LGPS members. There was a possibility that further sites could be looked into in the future but currently it was only the five mentioned.

ORDERED that the information provided was received and noted.

25/29

VALUATION COMMUNICATIONS

The Head of Pensions Governance and Investments delivered a report on Actuarial Valuation Communications, the purpose of which was to present Members of the Teesside Pension Fund Committee with the plans to communicate the 2025 Actuarial Valuation for the Teesside Pension Fund.

The report provided information on the following:

- Revised Funding Strategy Statement
- Communication of Individual Employer Valuation Results
- Rates and Adjustment Certificate
- Next Steps

ORDERED that the information provided was received and noted.

25/30

INVESTMENT ACTIVITY REPORT (INCL. TM REPORT, VALUATION & FORWARD INVESTMENT PROGRAMME)

The Head of Pensions Governance and Investment presented the Investment Activity Report, the purpose of which was:

- To inform Members how the Investment Advisors' recommendations are being implemented.
- To provide a detailed report on transactions undertaken to demonstrate the implementation of the Investment Advice, and to provide the Fund's Valuation.
- To report on the treasury management of the Fund's cash balances.
- To present to Members the latest Forward Investment Programme.

In terms of the implementation of investment advice for the period April – June 2025, the following was highlighted:

- The Fund had no investments in Bonds at that time.
- The cash level at the end of June 2025 was 7.77%

- An amount of £27.3m was invested in the quarter.

Details of all transactions undertaken for the period April – June 2025 were provided in Appendix A and presented to the Panel.

The Fund Valuation detailed all the investments of the Fund as at 30 June 2025, and was prepared by the Fund's custodian, Northern Trust (NT). The total value of all investments, including cash, was £5,706 million. This compared with the last reported valuation, as at 31 March 2025 of £5,539 million.

ORDERED that the information provided was received and noted.

25/31

BORDER TO COAST PRESENTATION - INVESTMENT PERFORMANCE

A presentation on Border to Coast's Investment Performance was provided to Members.

Data on the Fund's exposure to the defence and tobacco industries was presented and it was explained that there had to be solid investment rationale before Border to Coast invested in these industries. There were high-level governance structures for sign-off on investments in these sectors and they played a key role in the portfolio.

The presentation provided further information on the following:

- Macro Outlook – as at end of Q2 2025
- Listed Investments – performance to Q2 2025
- Private Equity: Summary
- Infrastructure: Summary
- Climate Opportunities: Summary
- Notable Exits – Endless Fund V – The KTC Group
- Notable Exits – I Squared (ISQ) III – Hydrogen Technology & Energy Corporation (HTEC)

ORDERED that the information provided was received and noted.

25/32

INVESTMENT ADVISORS' REPORTS

The Independent Investment Advisors provided reports on current capital market conditions to inform decision-making on short-term and longer-term asset allocation, which were attached as Appendices A and B to the submitted report.

Further commentary was provided at the meeting.

Although it was noted that market volatility had reduced; tariffs, low economic growth, fiscal incontinence, and higher bond yields were discussed and it was advised that these factors would have a negative impact on corporate earnings growth.

ORDERED that the information provided was received and noted.

25/33

POOLING GOVERNANCE

The Head of Pensions Governance and Investments presented a report, the purpose of which was to advise Members of the Border to Coast Pension Partnership governance arrangements and potential changes to governance in response to the Government's Fit for the Future consultation.

It was advised that there were various strands of governance arrangements for Border to Coast Pensions Partnership covering corporate decisions, investor matters and operational matters. The Border to Coast Pension Partnership had many channels of influence that the Fund could use and there were many forums to hold the pool to account for performance of the pool and the investments which it managed on behalf of the Fund. Oversight of Border to Coast was exercised through the regular reporting and meeting arrangements between Border to Coast and its Partner Funds.

The escalation process was explained and it was advised that the "Fit for the Future"

consultation had introduced a further change in the relationship between Partner Funds and the pooling companies. Pooling companies were to become the principal source of strategic investment advice to Partner Funds. Pools would determine most of the investments made by the Fund based on the Strategic Asset Allocation set by the Partner Funds.

A Member queried whether there was a reserve fund kept for local investment. It was advised that the framework behind local investment was still being developed as part of the investment plan. This would be in place for 1st April 2026 and then it could be determined how much money would be used for local investment and what those investments would be. It was noted that legislation around this was not yet in place and under the previous government there had been a minimum requirement that had to be used for local investment, although the Committee was responsible for suggesting an allocation for local investment.

ORDERED that the information provided was received and noted.

25/34

TWPF PENSIONS ADMINISTRATION REPORT - TABLED

Representatives from the Tyne & Wear Pension Fund began by advising that the success of the handover from XPS had depended heavily on the migration of data and this sitting correctly on systems. TWPF had paid 26,000 pensioners at the end of June and a huge amount of work had been done prior to this since the contract had begun. The new system had been tested rigorously, and it was accepted that the first three months had been challenging due to a lot of the transfer process having to be done manually.

TWPF had achieved the deadline of 31st August to have employee data uploaded onto the system on time which meant that 84% of Members had received their Annual Benefit Statement, which was positive when taking into account the position they started in. TWPF was working towards and were getting up to date after a few teething problems.

Differing views were expressed regarding the success of the handover, with a Member noting the financial uncertainty some Members had experienced during the transition period. Members also highlighted that there seemed to be slight differences in the new provider's contract when compared to the previous administrator, and Members required education to understand these differences and the service that was now being provided.

Members were thanked for their feedback and it was accepted that the handover period had been a challenging time for all parties involved. There had been complexities such as additional contributions that had complicated the retirement process for some Members and it was confirmed that representatives from TWPF were happy to discuss matters further with Trade Union representatives and be contacted directly to assist with individual cases. TWPF also confirmed their commitment to continuing to present performance data at committee meetings.

A Member referenced the procurement process that was in place for the contract and queried whether the Council had explored bringing the administration of the Fund in house. The Director of Finance advised that a specialised team would have to be built and maintained to carry out this work and there would unlikely be a cost saving. It was not unusual for the administering authority to use another company to deliver the day to day management of pensions administrations as part of a shared service agreement.

ORDERED that the information provided was received and noted.

25/35

RECENT DEVELOPMENTS IN THE LGPS

The Head of Pensions Governance and Investments presented a report of the Director of Finance, the purpose of which was to update Members on recent developments in the Local Government Pension Scheme (LGPS).

The following was discussed:

- The Pension Schemes Bill had been introduced, enabling reforms to investment management in the LGPS following the 'Fit for the Future' consultation.
- His Majesty's Treasury had published its response to the consultation held on Inheritance Tax.

- Palestine Solidarity Campaign had issued a letter to all LGPS Funds calling for divestment from Involved Companies.
- Reform had announced its potential policy in relation to the LGPS.

ORDERED that the information provided was received and noted

25/36

DRAFT ANNUAL PENSION FUND REPORT 2024/25

The Head of Pensions Governance and Investments presented the Draft Annual Pension Report and Accounts for the year ended 31 March 2025 which covered the following topics:

- Overall Fund Management
- Governance and Training
- Financial Performance
- Fund account, net assets statement and notes
- Investments and Funding
- Administration

It was noted that metrics from the provider would usually be included in the report but they had not been provided by the previous administrator so could not be included at this time.

ORDERED that the information was received and noted.

25/37

ANY OTHER URGENT ITEMS WHICH IN THE OPINION OF THE CHAIR, CAN BE CONSIDERED

None.

25/38

EXCLUSION OF PRESS AND PUBLIC

ORDERED that the press and public be excluded from the meeting for the following items on the grounds that, if present, there would be disclosure to them of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972 and that the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

25/39

EXEMPT - LGPS POOLING CONSOLIDATION

The Head of Pensions Governance and Investments presented the Pooling Consolidation – Shareholder Resolution report, the purpose of which was to advise Members of the Pooling Consolidation in response to the Government's Fit for the Future consultation.

ORDERED:

- That the information provided was received and noted.
- That the Chair casts the Administering Authority's shareholder vote in support of the admission of the named Candidate Funds as shareholders in the operating company and in support of any other shareholder resolutions, including for the issue of further shares necessary to facilitate this process.

25/40

EXEMPT - ACTUARY CASHFLOW PRESENTATION

The Actuary presented the Cashflow Projections, the purpose of which was to allow Members to consider different future projections of the Fund's cashflows under a range of different scenarios. The analysis and projections would help the Fund better understand its current and potential future cashflow position and was part of its management of risk in this area

ORDERED that the information provided was received and noted

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TEESSIDE PENSION FUND

Administered by Middlesbrough Council

TEESSIDE PENSION BOARD REPORT**9 FEBRUARY 2026****DIRECTOR OF FINANCE AND TRANSFORMATION – ANDREW HUMBLE****Pension Board Membership****1. PURPOSE OF THE REPORT**

1.1 The purpose of the report is

- to ask the Chair to appoint a new Chair from the employer representatives;
- to update the Members of the Teesside Pension Board (the Board) on progress and proposals to fill vacancies on the Board;
- to remind the Board Members of their terms of office and that the Deputy Chair will become the Chair (by rotation).

2. RECOMMENDATIONS

2.1 That the Board notes the report.

2.2 That a new Chair is appointed from the Board's employer representatives.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications resulting from this report.

4. APPOINTMENT OF CHAIR

4.1 At the last meeting of the Board the role of Chair rotated from the scheme member representative to the Deputy Chair in accordance with the Board's terms of reference.

4.2 The new Chair has indicated that due to work commitments he will struggle to fulfil the role of Chair on a consistent basis and has asked for the Board to consider finding an alternative Chair for the Board.

4.3 This means there is a vacancy for Chair which needs to be filled from the existing employer representatives.

5 BOARD VACANCIES

- 5.1 There were two vacancies on the Local Pension Board following the last meeting; A vacancy for a scheme-member Board representatives drawn from the recognised trade unions representing employees who are scheme members of the Fund following the retirement of June Stubbs and, A vacancy for an employer-member Board representatives drawn from an employer other than the four main Councils (Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton Councils).
- 5.2 The Board would like to put on record its appreciation for all of the input into the work of the Board made by June Stubbs since her appointment in November 2022.
- 5.3 A request was made to the trade unions to nominate a scheme member representative to the Board with a closing date for nominations of 19th January 2026. No nominations were received and so a further request for nominations has been made. The trade unions that can nominate employer representatives are GMB, UNISON and UNITE. Previous scheme member representatives were able to apply.
- 5.4 To fill the vacancy of employer representative from employers other than Council's a request has been made to the employers of the Fund to nominate a scheme employer representative with a closing date of 27th February 2026. This request has already generated some interest.
- 5.5 If there is more than one nomination for either of these roles the candidates will be invited to interview, which will be conducted by a selection panel consisting of Middlesbrough Council's Chief Finance Officer, Monitoring Officer and Head of Pensions Governance and Investments.

6 TERMS OF OFFICE

- 6.1 The term of office for members of the Board is four years from the date of the first Board meeting after their appointment. Extensions to terms of office up to a maximum of two years may be made by the Appointment Panel with the agreement of the Board or a Board member may be appointed for further terms of office using the usual appointment process.
- 6.2 The terms of office for the current members of the Board are detailed below.

Vacancy – Member Representative

Paul Thompson - Member Representative

Appointed 7 November 2025 for four years (2029)

First Board meeting after appointment is 17 November 2025

Mr Jeffrey Bell – Member Representative (Deputy Chair)

Appointed 28 January 2022 for four years (2026)

Extension 17 November 2025 for two years (2028)

First Board meeting after appointment was 9 February 2026

Councillor Christopher Massey – Employer Representative (Chair)

Appointed 4 July 2023 for four years (2027)

First Board meeting after appointment was 11 Sep 2023

Councillor Nicky Walker – Employer Representative

Appointed 4 July 2023 for four years (2027)

First Board meeting after appointment was 11 Sep 2023

Vacancy – Employer Representative (Non-Council)

- 6.3 It is worth noting that Deputy Chair will become the Chair through rotation which happens every two years as set out in the terms of reference.

7 NEXT STEPS

- 7.1 Board agree to replacing the Chair with another employer representative drawn from existing Board members.
- 7.2 The Head of Pensions Governance and Investments will coordinate the recruitment process set out in paragraph 6 and report back on progress to the next Board meeting.

CONTACT OFFICER: Andrew Lister – Head of Pensions Governance and Investments

TEL NO.: 01642 726328

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TEESSIDE PENSION FUND

Administered by Middlesbrough Council

TEESSIDE PENSION BOARD REPORT**9 FEBRUARY 2026****DIRECTOR OF FINANCE AND TRANSFORMATION– ANDREW HUMBLE****Government Consultation Responses****1. PURPOSE OF THE REPORT**

- 1.1 To inform Members of the of the Teesside Pension Board (the Board) of recent Ministry of Housing Communities and Local Government (MHCLG) consultation responses.

2. RECOMMENDATIONS

- 2.1 That Board Members note this report and discuss any issues arising from it.

3. FINANCIAL IMPLICATIONS

- 3.1 The proposed changes to the scheme will potentially have a financial impact through changes in scheme membership and benefit entitlements. It is unclear what the impact on any individual Fund will be.

4. BACKGROUND

- 4.1 The Fit for the Future consultation launched on 14 November 2024 and brought about sweeping reforms to how the LGPS in England and Wales invest assets and are governed. A number of these are in the process of being put into primary legislation through the Pension Schemes Bill, which also covers a much wider range of reforms covering the full spectrum of pension schemes in the UK. MHCLG are also working on regulations and guidance specific to the LGPS to implement these reforms. It's expected that there will be a number of consultations launched before the 1 April 2026 deadline for these reforms to come into effect (subject to passage of the pensions Scheme Bill through Parliament).

- 4.2 On 13 October 2025, MHCLG launched a consultation on changes to the LGPS in England and Wales. The proposals relate to access to the Scheme and its benefits and cover four main areas:

- normal minimum pension age (NMPA)
- pension access for mayors and councillors
- academies in the LGPS
- new Fair Deal.

- 4.3 Links to all documents are on this page:

[**Local Government Pension Scheme in England and Wales: Scheme improvements \(access and protections\) - GOV.UK**](#)

- 4.4 The Government published draft regulations for comment covering new Fair Deal and pension access for mayors and councillors alongside the consultation.

Links to the separate documents are as follows:

LGPS Consultation – [**Local Government Pension Scheme in England and Wales: Scheme improvements \(access and protections\) - GOV.UK**](#)

Mayors and Councillors - [**The Local Government Pension Scheme \(Elected Member Pensions\) Regulations 2026**](#)

New Fair Deal – [**The Local Government Pension Scheme \(Fair Deal\) Regulations 2026**](#)

Best Value Direction - [**SI/SR Template**](#)

- 4.5 The consultation ran until 22 December 2025. Officers consulted with pooling partners and considered responses from LGA, advisory firms and Trade Unions before agreeing the response attached at Appendix A with the Chairs and Vice Chair of Pensions Committee.
- 4.6 On 20 November, the Ministry of Housing, Communities and Local Government (MHCLG) opened a technical consultation relating to two “draft statutory instruments” relating to Fit for the Future reforms for the LGPS in England and Wales. They asked for feedback across 29 questions on two new sets of draft regulations, with a 6-week deadline of 2 January 2026.
- 4.8 This consultation was on two sets of draft regulations implementing the LGPS Fit for the Future reforms. MHCLG asked for feedback on these, focussed on whether they’re fit for purpose and do the job that government want. There are a range of different types of questions across the 29 asked, ranging in scope from strictly whether the wording of the regulations is sufficient to meet the government’s aims, through to open questions asking for any comments respondents may have. While the consultation itself provides a summary of the key points they’re asking questions on, the devil is in the detail within the draft regulations, which can be difficult to follow and are open to interpretation.
- 4.9 The consultation was split into two sections. The first covered 23 questions regarding the draft Local Government Pension Scheme (Pooling, Management and Investment of Funds) Regulations 2026, which will replace the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 and give legal effect to the proposals set out in the Pooling and Local Investment chapters of the ‘Fit for the Future’ consultation. The second section asked six questions tackling the

draft Local Government Pension Scheme (Amendment) Regulations 2026, which tackle the governance section of Fit for the Future.

- 4.10 On 20 November 2025, MHCLG launched a consultation on changes to the LGPS in England and Wales. The proposals relate to two draft statutory instruments relating to Fit for the Future reforms for the LGPS England and Wales

Links to all documents are on this page:

[Local Government Pension Scheme in England and Wales: Fit for the Future - technical consultation - GOV.UK](#)

- 4.11 The Government published draft regulations for comment covering Pooling, Management and Investment of Funds and governance arrangements for administering the LGPS.

Links to the separate documents are as follows:

LGPS Consultation – [Local Government Pension Scheme in England and Wales: Fit for the Future - technical consultation - GOV.UK](#)

Pooling, Management and Investment of Funds - [The Local Government Pension Scheme \(Pooling, Management and Investment of Funds\) Regulations 2026](#)

The Local Government Pension Scheme (Amendment) Regulations 2026
– [The Local Government Pension Scheme \(Amendment\) Regulations 2026](#)

- 4.12 The consultation ran until 2 January 2026. Officers consulted with pooling partners and considered responses from LGA, advisory firms and Trade Unions before agreeing the response attached at Appendix B with the Chairs and Vice Chair of Pensions Committee.

5. NEXT STEPS

- 5.1 MHCLG will produce consultation responses which will be reported back to Board.

CONTACT OFFICER: Andrew Lister – Head of Pensions Governance and Investments

TEL NO.: 01642 726328

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Response ID ANON-38MK-W3CQ-1

Submitted to Local Government Pensions Scheme in England and Wales - Scheme Improvements (Access and Protections)
Submitted on 2025-12-22 13:30:03

About You

What is your name?

Please provide your name:

Andrew Lister

What is your email address or telephone number?

Email address or phone number:

andrew_listner@middlesbrough.gov.uk

What is the first part of your post code?

First part of your postcode:

TS1

Type of respondent (select one)

Administering authority

Other (please specify):

Are you responding to this consultation as an individual or submitting a collective response from a group?

Individual

Further information on your group or organisation

What is the name of the group or organisation you are submitting a response for?

Name of group or organisation:

Teesside Pension Fund

Please provide a summary of the people or organisations you represent and who else you have consulted to reach your responding conclusions.

Please provide a summary of your group or organisation:

Middlesbrough Council acting as Administering Authority of the Teesside Pension Fund has consulted its Pension Committee and Local Pension Board.

Administration and regulation changes

Q1 – Do you agree with keeping the NMPA at below 57 for members with a PPA?

Yes

Please explain the reasons for your view:

Q2 – Do you agree with increasing the NMPA to 57 for members without a PPA?

Yes

Please explain the reasons for your view:

If this change is not made, the LGPS regulations would permit payments that are considered unauthorised under pension tax legislation, which could jeopardise the Scheme's status as a registered pension scheme.

Q3 – Do you have any views on the design of the regulations to incorporate this change?

Please provide your views:

Under these proposals groups of workers with different characteristics working for the same employer will have different entitlements according to the pension scheme they are or were in and the date they joined their scheme. This may lead to legal challenge and the government should either treat everyone equally or ensure adequate protections are in place to prevent such a challenge.

Mayors, Councillors and the Greater London Authority

Q4 – Do you agree with the proposal to give mayors access to the scheme?

Yes

Please explain the reasons for your view:

- The LGPS should be available to all those who provide local government services.
- Locally elected representatives offer a vital public service and should receive appropriate renumeration and suffer no financial disadvantage for their service
- It will remove a barrier to entry into public service, encourage participation and widen representativeness

Q5 – Do you agree with the proposal to give councillors access to the scheme?

Yes

Please explain the reasons for your view:

see Q4 above

Principles and Cost

Q6 – Do you agree with the two principles of how the government plans to develop regulations?

Yes

Please explain the reasons for your view:

Q7 – Do you have any specific comments on the draft regulations?

Please provide any comments:

The suggested timescales appear ambitious. Software providers will not have the systems ready for 1 April 2026 given that the regulations are not yet in place. A start date after the 2026 local elections may also be more appropriate given potential turnover of eligible members shortly after the suggested implementation date.

Proposal 1: Establishing criteria and removing the requirement for SoS consent where criteria are met.

Q8 – Do you agree with the proposal to establish the criteria above in legislation?

Yes

Please explain the reasons for your view:

However, more detail should be provided on the criteria for the policy to be applied effectively and consistently.

The consultation states there must be a clear and evidenced value for money (VFM) assessment in favour of consolidation (such as to achieve administrative efficiencies that outweigh the cost of the transfer and actuarial fees). However, no further detail is provided. This could lead to varying interpretations and inconsistent application.

We recommend MHCLG provides further guidance on what should be included in the assessment. We strongly recommend that employer contribution rate should not be included as part of the VFM assessment. It should also provide an appropriate time frame over which the assessment should be measured.

The transfer process will impose costs on all the parties involved – these costs should be included in the assessment and guidance should set out which party is responsible for them. The costs involved will include transaction costs for disposal of assets as well as legal and actuarial costs. In our view, the MAT should be responsible for paying the full cost of the consolidation.

Q9 – Do you have any views on how contribution rate shopping can be discouraged?

Please provide your views:

Yes, ensure that a MAT can only utilise the services of an AA in which it has a geographical connection. As mentioned above, MHCLG should prescribe that the contribution rate should not be included in the VFM assessment.

The ability of Administering Authorities to refer an application to the SoS is an important mechanism for flagging cases where decisions have been made solely based on 'contribution rate shopping'. When such cases are referred to the SoS we would expect these cases to be declined, which would help to discourage such activity.

Q10 - Are there any other criteria that should be included?

Yes

As well as agreeing to the change, AA's should be asked to agree to a timescale for the transfer to allow for activities to be coordinated.

Q11 - Do you have any other comments or considerations relating to establishing the criteria in legislation?

Please provide any comments:

Consideration should be given to:

- how admitted bodies connected to the transferring MAT are dealt with on transfer
- if the New Fair Deal proposals are taken forward, how relevant contractors will be impacted – again, we assume these would also transfer to the new administering authority
- if new academies joining the MAT will automatically be a part of the consolidated fund, or if a new application will need to be made.

Q12 - Do you agree to the removal of the requirement to seek Secretary of State consent for standard direction order applications?

Yes

Please explain the reasons for your view:

As per the criteria outlined supplemented with clear guidance for MAT's (or other consolidating employers).

Q13 - What would be the most helpful information to include in guidance?

Academies guidance:

Member and employer guides detailing roles and responsibilities of each party.

Q14 - Do you have any other comments or consideration on the removal of the requirement to seek SoS consent for standard order applications?

Please provide any comments:

We would just like to reiterate our concerns about the cash flow impact if consolidation becomes more common place.
Decisions should be formally documented by the MAT, receiving and ceding Funds based on guidance issued by MHCLG.

Proposal 2: Process for applications where criteria are not met

Q15 - Do you agree that non-standard applications will continue to require Secretary of State approval?

Yes

Please explain the reasons for your view:

Q16 - What would be the most helpful information to include in the guidance in relation to nonstandard applications that will require Secretary of State approval?

Please provide any comments:

Member and employer guidance including an outline of the process to submit an application, next steps and an indication of timescales.

Q17 - Do you have any further comments regarding the proposal?

Please provide any comments:

No

Removal of broadly comparable schemes

Q18 - Do you agree that the option to offer broadly comparable schemes should be removed, except in exceptional circumstances, to align with the 2013 Fair Deal guidance?

Yes

Please explain the reasons for your view:

We support the principle of outsourced public sector workers having a continued right to membership of the LGPS after being transferred from their employer.

Q19 - Are you aware of any other broadly comparable schemes that are currently in operation and have active members covered by the 2007 and/or 2012/2022 Directions? If so, please provide details of these.

No

Please provide details:

Removal of admission body option for future local government outsourcings

Q20 – Do you agree with the proposals on deemed employer status and the removal of admission body option for service providers who deliver local government contracts?

No

Please explain the reasons for your view:

We recognise that compulsory use of deemed employer status has certain advantages, described in the consultation. For example, that members have automatic continuity in their membership of the LGPS and that the system automatically means contractors have predictable contribution rates and there are no exit payment/ credit issues at cessation. However, we believe it also adds significant new complexity in multiple areas and it will be a major implementation challenge at a time of significant change in the LGPS.

The proposals appear to be aimed at solving an issue which has largely been dealt with by LGPS Funds through increased use of pass-through arrangements for outsourcing contracts. The current arrangements have the advantage of clear documentation in the admission agreement specifying roles and responsibilities of all parties involved and capturing all of the information required to administer the pension arrangements.

Fair Deal employers

Q21 – Do you agree with the proposed definition of a Fair Deal employer?

Yes

Please explain the reasons for your view:

Protected transferees

Q22 – Do you agree with the proposed definition of a protected transferee?

Yes

Please explain the reasons for your view:

Q23 – Do you agree with the proposal to allow the Fair Deal employer to provide protected transferee status for all staff working on a contract outsourced by a Fair Deal employer, which would enable Fair Deal employers and relevant contractors to avoid creating a two-tier workforce on outsourced contracts?

Yes

Please explain the reasons for your view:

Responsibilities for relevant contractors

Q24 – Do you agree with the overall approach on responsibilities for relevant contractors and Fair Deal employers? If you do not, with which proposals do you disagree?

Yes

Please explain the reasons for your view:

We agree with the overall approach i.e. that the contractor should honour all and any previous pensions agreements and apply the scheme rules as determined by the LGPS and ensure that pensions are unaffected by any outsourcing. In relation to the proposal that the Fair Deal employer takes decisions on the contribution bandings to be applied to members by default, we believe that this will be over-complex in practice and that it may be preferable for the relevant contractor to have this responsibility by default (with the ability for the Fair Deal employer to take it on by agreement).

Continuity of responsibilities across contractors

Question 25 – Do you agree that Option 1 should be applied to how agreements between protected transferees and relevant contractors should be treated in the case of subsequent outsourcings? Please give the reasons for your answer.

Yes

Please explain the reasons for your view:

It is the simplest solution. It gives the greatest protection and requires the least navigation of potential new providers and revisiting of earlier decisions, making life easier for scheme members.

Exceptional arrangements – continuation of broadly comparable schemes

Q26 – Do you agree with the approach to allow broadly comparable schemes to continue only in exceptional circumstances?

Yes

Please explain the reasons for your view:

Whilst flexibility may be valuable to avoid genuine situations where there are exceptional circumstances meaning a broadly comparable scheme should continue to be used, we agree with the government's strong preference for staff to be transferred back to the LGPS wherever possible.

Q27 – Do you have any views on what the exceptional circumstances, where broadly comparable schemes may need to continue, could be?

Please provide your views:

No view.

Transitional arrangements – inward transfers from broadly comparable schemes

Q28 – Do you agree with the proposed approach to inward transfers from broadly comparable schemes?

Yes

Please explain the reasons for your view:

This gives the greatest protection and honours all previous service.

Early re-negotiation of contracts

Q29 – Do you agree with the approach of including a mechanism in the draft regulations that allows for staff to become protected transferees where there is an early re-negotiation of a service contract using the new Fair Deal regulations?

Yes

Please explain the reasons for your view:

Optional expansion of New Fair Deal beyond originally outsourced workers

Q30 – Do you agree with the proposal that all staff (including those joining a contract after first outsourcing) would be eligible for protected transferee status, providing all relevant parties agree?

Yes

Please explain the reasons for your view:

Implementation of New Fair Deal proposals

Q31 – Do you agree with the proposal for the draft regulations to come into force on the date the relevant SI is laid, with a six-month transitional period during which there is the possibility to decide to not apply the new provisions?

Yes

Please explain the reasons for your view:

Q32 – If you are an individual who is currently outsourced from a local authority and part of a final salary scheme, do you agree with the proposed updating of the 2007 and 2022 Directions to deem the LGPS as broadly comparable to or better than final salary schemes? Please give the reasons for your answer.

Not Applicable

Please explain the reasons for your view:

Q33 – Do you agree with the proposal to develop and publish statutory guidance and Scheme Advisory Board guidance to support with the implementation of the updated Fair Deal proposals?

Yes

Please explain the reasons for your view:

To ensure consistency of implementation.

Q34 - Are there any additional topics that you would like to be covered?

Please provide any comments:

The information which would normally be included in an admission agreement such as members involved, whether the admission is open or closed, agreed responsibilities between parties and details of pass through arrangements.

Q35 - What impact do you think these proposals would have on members?

Please provide any comments:

They would give members continued access to the LGPS after their employment is transferred out, lessen the detrimental impact of poor employers and give greater protection to employees.

Q36 - Do you support the proposal to bring all eligible individuals back into the LGPS, including those in broadly comparable final salary schemes? Please explain your reasons.

Yes

Please explain the reasons for your view:

The LGPS is a model scheme, well run and financially viable that provides a valuable benefit to a low paid workforce, and it enhances the employers 'recruitment and retention ability.

Q37 - On balance, do you agree with the proposals in this chapter?

Yes

Please explain the reasons for your view:

Chapter 5 - Public Sector Equality Duty

Q38 - Do you consider that there are any particular groups with protected characteristics who would either benefit or be disadvantaged by any of the proposals? If so, please provide relevant data or evidence.

I am unsure

Please explain the reasons for your view:

Q39 - Do you agree to being contacted regarding your response if further engagement is needed?

No

Submitted to LGPS Fit for the Future - Regulations Consultation
Submitted on 2026-01-02 12:00:18

Local Government Pension Scheme in England and Wales: Fit for the Future - technical consultation

Introduction

How to respond

About You

1 Name

What is your name?:
Andrew Lister

2 What is your email address or telephone number?

What is your email address?:
andrew_lister@middlesbrough.gov.uk

3 Are you responding on behalf of an organisation?

Yes

Organisation type

4 What type of organisation are you responding on behalf of?

LGPS administering authority (pension fund)

5 What is the name of your organisation?

Name of organisation:
Middlesbrough Council

Section A - Local Government Pension Scheme (Pooling, Management and Investment of Funds) Regulations

Do you wish to answer questions about the Pooling, Management and Investment of Funds regulations?

Yes

Part 1 – Introductory (Regulations 1 and 2)

1 Do you have any comments on the drafting of regulations 1 and 2?

Do you have any comments on the drafting of regulations 1 and 2?:

No

Part 2 – Investments, funds and borrowing (Regulations 3-6)

2 Are there any further types of investment that should be included in Regulation 3, or any that are no longer considered relevant?

Are there any further types of investment that should be included in Regulation 3, or any that are no longer considered relevant?:

No

3 Is there any scenario where an authority would still need to borrow to meet the type of commitment outlined in Regulation 5(2)(b) once all assets are pooled?

Is there any scenario where an authority would still need to borrow to meet the type of commitment outlined in Regulation 5(2)(b) once all assets are pooled?:

While rarely utilised, it would be helpful for Funds to have the flexibility to have borrowing powers (on a clear and time defined basis).

4 Do you have any other comments on Regulations 3- 6?

Do you have any other comments on Regulations 3- 6?:

No

Part 3 – Asset pool companies (Regulations 7-9)

5 Are the activities listed in the schedule ones that all LGPS asset pools would reasonably be expected to need in order to carry out the activities expected of them?

Are the activities listed in the schedule ones that all LGPS asset pools would reasonably be expected to need in order to carry out the activities expected of them?:

Yes

6 Do you have any other comments on Regulations 7-9?

Do you have any other comments on Regulations 7-9?:

With regard to Regulation 7, and as responded to in later questions, to meet the requirements of this legislation, the deadlines of 21 days and 28 days for pools to be managing a fund's assets and for funds to move pools, respectively, appear wholly unachievable and problematic.

For Regulation 8, while the activities stated appear to be reasonable, we would question whether listing these in the regulations is future proofed (both for future changes in Financial Service regulation given the ongoing initiative to simplify FCA regulatory activities, and that our operating models may change in the future, changing which permissions we need). An alternative may be to be more explicit about the services you expect the pool to carry out (and then the FCA will agree which permissions are required).

Regulation 9 – a direction to a pool to accept an authority should perhaps include reference to this being subject to any Regulatory provisions. This may be the intent behind 9(2)(c) but it could put FCA-regulated pools in a very difficult position if the FCA was not supportive of further expansion (for whatever reason). It also runs the risk of impacting the rights of existing shareholders; we would welcome an amendment that explicitly provides a level of protection for existing shareholders, e.g. with shareholder consent consistent with its shareholder agreement.

Part 4 – Investment Strategy (Regulations 10-15)

7 Do you agree that the requirements in Regulation 11(2), for the financial objectives in the investment strategy statement to be consistent with the funding strategy statement and to have regard to the requirement to maintain consistent primary employer contribution rates, are helpful?

Do you agree that the requirements in Regulation 11(2), for the financial objectives in the investment strategy statement to be consistent with the funding strategy statement and to have regard to the requirement to maintain consistent primary employer contribution rates, are helpful?:

Yes

8 In relation to regulation 12, does a deadline of 30th September 2026 allow sufficient time to allow AAs to publish an investment strategy in line with the new requirements?

In relation to regulation 12, does a deadline of 30th September 2026 allow sufficient time to allow AAs to publish an investment strategy in line with the new requirements?:

While this would be helpful, given the scale of activity required it might be helpful for the deadline to be extended to 31 March 2027. This is particularly pertinent given it remains unclear when the Act and associated Regulations and Guidance will be finalised and implemented. A challenge for the LGPS will be that all Funds will be attempting to undertake the same activity in a short space of time whilst relying on the same finite pool of advisor capacity.

9 Are there any other persons (including organisations) in addition to those currently listed in Regulation 12(3) that all AAs should always be required to consult on the contents of their investment strategy?

Are there any other persons (including organisations) in addition to those currently listed in Regulation 12(3) that all AAs should always be required to consult on the contents of their investment strategy?:

No. We note the current regulations include "and any other relevant stakeholders". It would be helpful to retain this as part of 12(4).

10 Is the wording of regulation 13(1) sufficiently clear that the responsibility for implementing the investment strategy is fully on the asset pool company, while giving sufficient scope for flexibility where market conditions or other factors make it impracticable to fully realise all the aims of the investment strategy?

Is the wording of regulation 13(1) sufficiently clear that the responsibility for implementing the investment strategy is fully on the asset pool company, while giving sufficient scope for flexibility where market conditions or other factors make it impracticable to fully realise all the aims of the investment strategy?:

Yes

11 In relation to Regulation 14, do you agree it is appropriate to link the three-yearly review of the investment strategy to the triennial valuation?

In relation to Regulation 14, do you agree it is appropriate to link the three-yearly review of the investment strategy to the triennial valuation?:

Yes

12 Is 18 months from the valuation date an appropriate timescale for AAs to review, revise, and publish their investment strategy?

Is 18 months from the valuation date an appropriate timescale for AAs to review, revise, and publish their investment strategy? :

Yes

13 Do you have any other comments on Regulations 10-15?

Do you have any other comments on Regulations 10-15?:

We would question whether 11(3) – requiring the authority to “have regard to the local economic priorities of the relevant strategic authority” - creates a dependency that might delay progress of ISS's.

Given the need to capture local growth plans is the retention of the restriction outlined in 11(6) appropriate?

Part 5 – Asset Management (Regulation 16)

14 Is 21 days an appropriate time period for an asset pool company to be managing AA assets?

Is 21 days an appropriate time period for an asset pool company to be managing AA assets? :

No. This is incredibly tight given the legal process required to achieve this. A 3-month window would be more appropriate. Nonetheless we welcome the flexibility contained Para 2 & 3.

15 Do you have any other comments on Regulation 16?

Do you have any other comments on Regulation 16?:

Regulation 16 states that assets should be “held and managed by the asset pool company”. As the pool company may not hold the assets (e.g. legacy private markets will continue to be held by the AA but managed by the pool). As such it should state assets should be “held or managed” by the pool.

We welcome the flexibility provided in 16 (2) and 16 (3).

Part 6 – Local Investments (Regulation 17)

16 Do you have any comments on Regulation 17?

Do you have any comments on Regulation 17? :

No

Part 7 – Guidance and Directions (Regulations 18 and 19)

17 Do you agree with the list of issues that the Secretary of State can issue guidance about in Regulation 18?

Do you agree with the list of issues that the Secretary of State can issue guidance about in Regulation 18?:

Yes

18 Do you have any other comments about Regulations 18 or 19?

Do you have any other comments about Regulations 18 or 19?:

No

Part 8 – Consequential amendments, revocations and transitional provisions (Regulations 20-22)

19 Is there anything in the 2016 regulations that needs to be replicated here in some form to allow the scheme to operate as intended?

Is there anything in the 2016 regulations that needs to be replicated here in some form to allow the scheme to operate as intended?:

No

20 Is 28 days an appropriate length of time to allow an AA to participate in both its "old" and "new" pool to allow transitional processes to take place?

Is 28 days an appropriate length of time to allow an AA to participate in both its "old" and "new" pool to allow transitional processes to take place?:

No. While we appreciate the desire for a time limited period, 28 days is insufficient and not reasonable. As with our comments above, we would propose a period of three months.

It would be helpful to have a similar framing as is proposed for Regulation 16, paragraphs 2 & 3.

21 Do you have any other comments about Regulations 20-22?

Do you have any other comments about Regulations 20-22?:

No

Overarching questions

22 Is there anything else that should be included in these Regulations to allow them to deliver their intended impact? Are there any additional provisions in the 2016 Regulations that need to be replicated here in some way?

Is there anything else that should be included in these Regulations to allow them to deliver their intended impact? Are there any additional provisions in the 2016 Regulations that need to be replicated here in some way?:

No

23 The government collected views on whether the reforms would benefit or disadvantage protected groups when consulting on the Fit for the Future policy proposals in autumn 2024. Is there anything in these regulations that you think will disproportionately impact groups with protected characteristics relative to other groups?

The government collected views on whether the reforms would benefit or disadvantage protected groups when consulting on the Fit for the Future policy proposals in autumn 2024. Is there anything in these regulations that you think will disproportionately impact groups with protected characteristics relative to other groups?:

No

Section B - Local Government Pension Scheme (Amendment) Regulations 2026

Do you wish to answer questions about the Local Government Pension Scheme (Amendment) Regulations?

Yes

Part 9 - Governance strategy, training strategy and conflict of interest strategy

24 Do you agree that new Regulation 55A delivers the government's intent for the governance strategy, training strategy and conflict of interest policy, in line with the Fit for the Future consultation and response?

Do you agree that new Regulation 55A delivers the government's intent for the governance strategy, training strategy and conflict of interest policy, in line with the Fit for the Future consultation and response?:

Yes

Part 10 - Senior LGPS officer

25 Do you agree that new Regulation 53A delivers the government's intent for the senior LGPS officer in line with the Fit for the Future consultation and response?

Do you agree that new Regulation 53A delivers the government's intent for the senior LGPS officer in line with the Fit for the Future consultation and response?:

Yes.

Part 11 – Independent person

26 Do you agree that new Regulation 53A delivers the government's intent for the independent person in line with the Fit for the Future consultation and response?

Question 26 – Do you agree that new Regulation 53A delivers the government's intent for the independent person in line with the Fit for the Future consultation and response?:

Given the scope of support required (across Governance, Administration and Investments, it may be appropriate to appoint more than one Independent Person. As such, amend (and other subsequent references):

(5) If an administering authority delegates its functions, or part of its functions, under these regulations to a committee or sub-committee of the authority, it must appoint an independent person as a non-voting member of that committee or sub-committee to advise on investment strategy, governance and administration.

to:

(5) If an administering authority delegates its functions, or part of its functions, under these regulations to a committee or sub-committee of the authority, it must appoint an independent person(s) as a non-voting member of that committee or sub-committee to advise on investment strategy, governance and administration.

The October deadline for appointment of a LGPS Senior Officer and Independent Person(s) may be challenging given the need for an appropriate recruitment process and because Funds will all be procuring the same advisors from the same finite pool of capacity at the same time. A deadline of 31 March 2027 would be welcomed.

Part 12 - Knowledge and understanding

27 Do you agree that new Regulation 55B delivers the government's intent for the knowledge and understanding requirements in line with the Fit for the Future consultation and response?

Do you agree that new Regulation 53B delivers the government's intent for the knowledge and understanding requirements in line with the Fit for the Future consultation and response?:

Yes

Part 13 - Administration strategy

28 Do you agree that Regulation 59 delivers the government's intent for the administration strategy in line with the Fit for the Future consultation and response?

Do you agree that new Regulation 53A delivers the government's intent for the administration strategy in line with the Fit for the Future consultation and response?:

Yes

Part 14 - Independent governance reviews

29 Do you agree that new Regulation 117 delivers the government's intent for the independent governance reviews in line with the Fit for the Future consultation and response?

Do you agree that new Regulation 117 delivers the government's intent for the independent governance reviews in line with the Fit for the Future consultation and response?:

Yes. While we welcome strong governance in the LGPS, we'd welcome further discussion on how this can be delivered in a robust, sustainable and cost-effective manner.

About this consultation

Personal data

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TEESSIDE PENSION FUND

Administered by Middlesbrough Council

TEESSIDE PENSION BOARD REPORT**9 FEBRUARY 2026****DIRECTOR OF FINANCE AND TRANSFORMATION– ANDREW HUMBLE****The Pensions Regulator Governance and Administration Survey 2025-26****1. PURPOSE OF THE REPORT**

- 1.1 To inform Members of the of the Teesside Pension Board (the Board) of the Pensions Regulator - PSPS Governance and Administration Survey 2025-26. The report will outline some key points from the survey to generate feedback for incorporation into the response.

2. RECOMMENDATIONS

- 2.1 That Board Members note this report and discuss any issues arising from it.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no specific financial implications resulting from this report.

4. BACKGROUND

- 4.1 The Pensions Regulator (tPR)issued a survey to the scheme through an email on 19th January 2026. The survey is to be completed by the scheme manager working with the pension board chair and completed online by Friday 13th February 2026.

- 4.2 The tPR email states “The survey will help TPR determine how schemes are progressing on meeting the expected standards so it can focus on areas where they may need more support. When the survey was last conducted in 2023, 94% of all public service pension schemes completed it and this helped TPR build a comprehensive picture of governance and administration standards. TPR is hoping that all public service pension schemes participate in this year’s research.”

- 4.3 A meeting has been arranged with the Funds pensions administrator, Tyne and Wear Pension Fund to assist in the completion of the survey. Tyne and Wear Pension Fund will also be completing a survey in relation to their own Fund.

5. GOVERNANCE AND ADMINISTRATION SURVEY

- 5.1 The Pension Regulator last conducted a survey of public sector pension schemes in 2023. The regulator uses the survey to gain a greater understanding of the sector

and the sectors response to the issues facing pension funds. The regulator will use the responses to shape the focus of its future plans.

- 5.2 The PSPS Governance and Administration Survey is made up of 8 sections:
- A. Governance
 - B. Managing Risks
 - C. Administration and Record Keeping Processes
 - D. Annual Benefit Statements
 - E. Reporting Breaches
 - F. Improvements to Governance and Administration
 - G. General Code of Practice
 - H. Attribution
- 5.2 The responses required are a mixture of quantitative and qualitative questions with the majority of response required being straightforward “tick box” questions. Many questions are yes/no/don’t know with other questions asking for ranking of response and some response requiring an indication of degree of agreement to statements.
- 5.3 The questions asked in the survey illustrate the focus of the pensions regulator on the issues facing public sector pension funds. The focus of the Local Pension Board work plan should reflect these areas of focus to ensure the Teesside Pension Fund is meeting the expected standards.
- 5.4 A copy of the survey is included as an Appendix. The questions of particular interest to the Board include questions A3 to A11, section B, section F and section G with many of the other questions directed at the administrator in the first instance. There will be an opportunity to discuss these questions at the meeting.

6. NEXT STEPS

- 6.1 The Head of Pensions Governance and Investments will work with colleagues at Tyne and Wear Pensions Fund and the Board Chair to produce a response.

CONTACT OFFICER: Andrew Lister – Head of Pensions Governance and Investments

TEL NO.: 01642 726328

The Pensions Regulator
PSPS Governance and Administration Survey 2025-26

This document is intended to be used as a guide to help you gather the information required for the survey. Please note, however, that we need you to complete the questionnaire through the [online survey link](#) contained in your invitation email.

Thank you for taking the time to complete this survey. Please answer the questions in relation to the scheme referenced in your invitation email. Where the scheme is locally administered, we mean the sub-scheme or fund administered by the local scheme manager.

Your responses will be kept anonymous unless you consent otherwise at the end of the survey. Linking your scheme name to your answers will help inform The Pensions Regulator's (TPR's) engagement with you in the future

This survey should be completed by the scheme manager or by another party on behalf of the scheme manager. They should work with the pension board chair to complete it, and other parties (e.g. the administrator) where appropriate.

There is a space at the end of the survey to add comments about your answers where you feel this would be useful.

SECTION A – GOVERNANCE

The first set of questions is about how your pension board works in practice.

A1. EVERYONE TO ANSWER

Focusing on the scheme's pension board meetings in the last 12 months, please tell us the following:

Please write in the number for each of a-c below. Please include any board meetings that were held remotely (e.g. via teleconference or online meeting software)

- a) Number of board meetings that were scheduled to take place (in the last 12 months)
- b) Number of board meetings that actually took place (in the last 12 months)
- c) Number of board meetings that were attended by the scheme manager or their representative (in the last 12 months)

A2. ANSWER IF KNOW NUMBER OF BOARD MEETINGS THAT TOOK PLACE (A1b=0+)

Thinking about the number of pension board meetings that took place, was this more, the same or less than in the previous 12 month period?

Please select one answer only

1. More
2. Same
3. Less
4. Don't know

A3. EVERYONE TO ANSWER

Do the scheme manager and pension board have sufficient time to run the scheme properly?

Please select one answer only

1. Yes
2. No
3. Don't know

A4. EVERYONE TO ANSWER

Do the scheme manager and pension board have sufficient resources to run the scheme properly?

By resources we mean staffing, IT/systems and available budget.

Please select one answer only

1. Yes
2. No
3. Don't know

A5. EVERYONE TO ANSWER

Do the scheme manager and pension board have access to all the knowledge, understanding and skills necessary to properly run the scheme?

Please select one answer only

1. Yes
2. No
3. Don't know

A6. EVERYONE TO ANSWER

How often does the scheme manager or pension board carry out an evaluation of the knowledge, understanding and skills of the board as a whole in relation to running the scheme?

Please select one answer only

1. At least monthly
2. At least quarterly
3. At least every six months
4. At least annually
5. Less frequently
6. Never
7. Don't know

A7. EVERYONE TO ANSWER

Has the knowledge and understanding of the entire pension board been assessed against the expectations set for board members by TPR?

Please select one answer only

1. Yes
2. No
3. Don't know

A8. EVERYONE TO ANSWER

On average, how many hours of training per year does each pension board member have in relation to their role on the pension board?

We appreciate that this may differ for individual board members, but please provide your best estimate of the average hours.

Please write in the number below

..... hours per year

A9. EVERYONE TO ANSWER

Does the pension board believe that in the last 12 months it has had access to all the information about the operation of the scheme it has needed to fulfil its functions?

Please select one answer only

1. Yes
2. No
3. Don't know

A10. EVERYONE TO ANSWER

Does the scheme (or the sponsoring body) have a succession plan in place for the members of the pension board?

By this we mean a plan or process for how you will find, appoint and train suitable new members of the pension board to replace any existing board members who leave or retire.

Please select one answer only

1. Yes
2. No
3. Don't know

A11. EVERYONE TO ANSWER

To what extent do you agree or disagree with the following...?

<i>Please select one answer per row</i>	Strongly disagree	Tend to disagree	Neither agree nor disagree	Tend to agree	Strongly agree	Don't know
Pension board members have a good range of relevant experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pension board is diverse in terms of protected characteristics such as age, gender, ethnicity and disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pension board has the right knowledge, skills and capabilities to deal with the advice and recommendations it needs to provide	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pension board has a good mix of cognitive diversity (i.e. people with different ways of thinking, problem-solving and approaching decisions)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chair drives and promotes equality, diversity and inclusion within the board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SECTION B – MANAGING RISKS

The next set of questions is about managing risks.

B1. EVERYONE TO ANSWER

Does your scheme have adequate processes for governing the following?

<i>Please select one answer per row</i>	Yes	No	Don't know	Not applicable
Conflicts of interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The knowledge and skills of pension board members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying and reporting breaches of law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resolving contribution and payment issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGPS SCHEMES ONLY: Assessing and managing investment risks to the scheme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessing and managing operational risks to the scheme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring accuracy of scheme and member data	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Monitoring and managing the performance of advisers and service providers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGPS SCHEMES ONLY: Monitoring scheme investments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The maintenance of IT systems and cyber controls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring compliance with statutory disclosures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B2. ANSWER IF HAVE ANY ADEQUATE PROCESSES (YES AT ANY B1 OPTION)**When were these processes last reviewed by the scheme manager or pension board?**

<i>Please select one answer per row (just for those selected at B1)</i>	In the last 12 months	More than 12 months ago but less than 3 years ago		More than 3 years ago	Never been reviewed	Don't know
		More than 12 months ago but less than 3 years ago	More than 3 years ago			
Conflicts of interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The knowledge and skills of pension board members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying and reporting breaches of law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resolving contribution and payment issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGPS SCHEMES ONLY: Assessing and managing investment risks to the scheme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessing and managing operational risks to the scheme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring accuracy of scheme and member data	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Monitoring and managing the performance of advisers and service providers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGPS SCHEMES ONLY: Monitoring scheme investments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The maintenance of IT systems and cyber controls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring compliance with statutory disclosures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B3. ANSWER IF HAD ANY BOARD MEETINGS IN LAST 12 MONTHS (A1b=1+)**In the last 12 months, how many pension board meetings reviewed the scheme's exposure to new and existing risks?***Please write in the number below*

.....

B4. EVERYONE TO ANSWER

To what do the top three governance and administration risks facing your scheme relate?

Please select up to three options below

1. Securing compliance with changes in scheme regulations
2. Ensuring the scheme is compliant with the pensions dashboards requirements
3. Lack of resources/time
4. Recruitment and retention of staff or knowledge
5. Risks related to the remediation of age-related discrimination (McCloud/Sergeant)
6. Risks associated with other remediation or rectification exercises (e.g. reputational, complaints, resourcing etc.)
7. Record-keeping (i.e. the receipt and management of correct data)
8. Production of Annual Benefit Statements
9. Systems failures (IT, payroll, administration systems, etc.)
10. Cyber risk (i.e. the risk of loss, disruption or damage to a scheme or its members as a result of the failure of its IT systems and processes)
11. Administrator issues (expense, performance, etc.)
12. Increases in 'business as usual' workload (e.g. restructuring which leads to increased retirement or redundancy quotes)
13. Guaranteed Minimum Pension (GMP) reconciliation
14. Scheme funding or investment (including asset pooling)
15. Impact of wider political decisions (e.g. local government reorganisation)
16. Other (please specify):
17. Don't know

B5. EVERYONE TO ANSWER

Which, if any, of the following actions have you taken in relation to the remediation of age-related discrimination in the 2015 schemes (often referred to as McCloud or Sergeant)?

Please select all the options that apply

1. Assessed the possible long-term administration impacts
2. Carried out immediate detriment calculations
3. Assessed any additional resources likely to be required for 'business as usual' services
4. Secured budget for additional requirements
5. Recruited additional staff
6. Completed relevant system changes
7. Engaged with your Scheme Advisory Board or relevant authority
8. Provided specific information to members
9. Established a dedicated project team
10. Taken other actions (please specify):
11. None of these
12. Don't know

B6. EVERYONE TO ANSWER

How confident does the pension board feel in identifying and evaluating any risks related to each of the following?

<i>Please select one answer per row</i>	Not				
	Not at all confident	particularly confident	Fairly confident	Very confident	Don't know
Regulatory and legislative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGPS SCHEMES ONLY: Investment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scheme funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGPS SCHEMES ONLY: Climate change and ESG (environmental, social and governance)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cyber control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administration and data	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SECTION C – ADMINISTRATION AND RECORD-KEEPING PROCESSES

The next set of questions is about administration and record-keeping.

C1. EVERYONE TO ANSWER

Does the scheme have an administration strategy?

By this we mean policies and procedures that set out the responsibilities of the scheme governing body, administrators and its employer(s).

Please select one answer only

1. Yes
2. No
3. Don't know

C2. EVERYONE TO ANSWER

Which of the following best describes the scheme's administration services?

Please select one answer only

1. Delivered in house
2. Undertaken by another public body (e.g. a county council) under a shared service agreement or outsource contract
3. Outsourced to a commercial third party
4. Other
5. Don't know

C3. ANSWER IF HAD ANY BOARD MEETINGS IN LAST 12 MONTHS (A1b=1+)

In the last 12 months, how many pension board meetings had administration as a dedicated item on the agenda?

Please write in the number below

.....

C4. EVERYONE TO ANSWER

Does the scheme's administrator have a formal data management plan or policy?

A data management plan or policy formally records the scheme's approach to managing and improving its pension scheme data.

Please select one answer only

1. Yes
2. No
3. Don't know

C5. ANSWER IF HAVE A DATA MANAGEMENT PLAN/POLICY (C4=1)

Does this data management plan or policy set out any of the following?

<i>Please select one answer per row</i>	Yes	No	Don't know
a) What data is held or used	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Where data is received from or transferred to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Processes for receiving, sharing and managing data	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Data quality controls in place (e.g. validation checks)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) The approach to measuring data and steps being taken to improve data (e.g. an improvement plan)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) A data governance framework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C6. EVERYONE TO ANSWER

Have you conducted any specific data improvement work in the past 12 months?

Please select one answer only

1. Yes
2. No
3. Don't know

C7. EVERYONE TO ANSWER

Is your scheme single employer or multi-employer?

Please select one answer only

1. Single employer scheme (i.e. used by just one employer)
2. Multi-employer scheme (i.e. used by several different employers)

C8. ANSWER IF SINGLE EMPLOYER SCHEME (C7=1)

In the last 12 months, has your participating employer...

<i>Please select one answer per row</i>	Yes	No	Don't know
a) Always provided you with accurate and complete data?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Always submitted the data required each month to you on time?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C9. ANSWER IF SINGLE EMPLOYER SCHEME (C7=1)

And in the last 12 months, has your participating employer submitted data to you electronically?

Please select one answer only

1. Yes – all data
2. Yes – some but not all data
3. No
4. Don't know

C10. ANSWER IF MULTI-EMPLOYER SCHEME (C7=2)

To the best of your knowledge, in the last 12 months what proportion of your scheme's employers have...

Please write in the percentage (from 0% to 100%) in each box. If you don't know exactly, please give approximate percentages. By 'data' we are referring to member or contribution data.

- a) Always provided you with accurate and complete data? %
- b) Always submitted the data required each month to you on time? %

C11. ANSWER IF MULTI-EMPLOYER SCHEME (C7=2)

And in the last 12 months, what proportion of your scheme's employers have...

Please write in the percentage in each box – these three figures should add up to 100%. If you don't know exactly, please give approximate percentages.

- Submitted all data to you electronically? %
- Submitted some but not all data to you electronically? %
- Not submitted any data to you electronically? %

C12. EVERYONE TO ANSWER

Do you automatically test the data received from the employer(s) (i.e. automatic validation)?

For example, checking that there are no duplicate National Insurance numbers or that postcodes are in a valid format.

Please select one answer only

1. Yes
2. No
3. Don't know

C13. EVERYONE TO ANSWER

Do you provide information or training to the employer(s) on the data they need to provide?

Please select one answer only

1. Yes
2. No
3. Don't know

C14. EVERYONE TO ANSWER

In the last 2 years, would you say that the budget you've spent on managing and/or improving the scheme's data has increased, stayed the same or decreased?

In this context we're referring to data about scheme members such as personal identifiers (e.g. name, national insurance number), contribution records, etc.

Please select one answer only

1. Increased
2. Stayed the same
3. Decreased
4. Don't know

C15. ANSWER IF BUDGET FOR MANAGING/IMPROVING DATA HAS INCREASED (C14=1)

What were the reasons for this increased spend on managing and/or improving the scheme's data?

Please select all the options that apply

1. Due to increased focus or scrutiny by TPR
2. To deliver special project requirements (such as changing administrator or preparing for pensions dashboards)
3. To identify and address scheme issues (such as improving understanding of the risks to the scheme, addressing data issues or correcting data errors)
4. To drive efficiencies and cost savings
5. To deliver improved services to members (e.g. online portals, improved delivery of Annual Benefit Statements)
6. To prepare for remediation
7. Other reason (please specify):
8. Don't know

C16. EVERYONE TO ANSWER

In the next 2 years, do you expect your budget for managing and/or improving data to...?

Please select one answer only

1. Increase
2. Stay the same
3. Decrease
4. Don't know

C17. EVERYONE TO ANSWER

In the last 2 years, would you say that the investment you've made in administration technology and/or automation has increased, stayed the same or decreased?

Please select one answer only

1. Increased
2. Stayed the same
3. Decreased
4. Don't know

C18. ANSWER IF INVESTMENT IN ADMINISTRATION TECHNOLOGY/AUTOMATION HAS INCREASED (C17=1)

What were the reasons for this increased investment in administration technology and/or automation?

Please select all the options that apply

1. Due to increased focus or scrutiny by TPR
2. To prepare for the pensions dashboards
3. To prepare for remediation
4. To reduce errors and complaints
5. To drive efficiencies and cost savings
6. To deliver improved services to members (e.g. online portals, improved delivery of Annual Benefit Statements)
7. To implement digital or biometric checks
8. Other reason (please specify):
9. Don't know

C19. EVERYONE TO ANSWER

In the next 2 years, do you expect your budget for administration technology and/or automation to...?

Please select one answer only

1. Increase
2. Stay the same
3. Decrease
4. Don't know

SECTION D – ANNUAL BENEFIT STATEMENTS

The next set of questions is about members' Annual Benefit Statements (ABS).

D1. EVERYONE TO ANSWER

In 2025, in which of the following ways were your active members sent their ABS?

Please select all the options that apply

1. Via a digital online portal,
2. By post
3. Other way(s) (please specify):
4. Don't know

D2. ANSWER IF ABS SENT VIA DIGITAL PORTAL (D1=1)

How are members notified that their ABS is available on the portal?

Please select all the options that apply

1. Email from the scheme
2. Letter from the scheme
3. Informed by the employer
4. Other (please specify):
5. Don't know

D3. ANSWER IF USED MORE THAN ONE METHOD TO SEND ABS AT D1

In 2025, what proportion of your active members were sent their annual benefit statements in each of these ways?

Please write in the percentage (from 0% to 100%). If you do not know exactly, please give approximate percentages

Via a digital online portal %

By post %

Other way(s) %

D4. EVERYONE TO ANSWER

In 2025, what proportion of active members received their ABS by the statutory deadline?

Please write in the percentage below. If you do not know exactly, please give an approximate percentage

..... %

D5. ANSWER IF DEADLINE WAS MISSED FOR ANY MEMBERS (D4=0-99%)

Was the missed deadline for issuing active member ABS's reported to TPR?

Please select one answer only

1. Yes - and Breach of Law report made
2. Yes - but decided not to make a Breach of Law report
3. No - not reported
4. Don't know

D6. ANSWER IF MISSED DEADLINE WAS NOT REPORTED TO TPR (D5=3)

What was the main reason for not reporting the breach?

Please select one answer only

1. Not material - few statements affected
2. Not material - very short delay
3. Other reason (please specify):
4. Don't know

D7. EVERYONE TO ANSWER

What proportion of all the ABS's the scheme sent out in 2025 contained all the data required by regulations?

Please write in the percentage below. If you do not know exactly, please give an approximate percentage

..... %

D8. EVERYONE TO ANSWER

Looking forwards, how confident are you that all active members will receive their annual benefit statements by the statutory deadline in 2026?

Please select one answer only

1. Very confident
2. Fairly confident
3. Not particularly confident
4. Not at all confident
5. Don't know

The next set of questions focus on the remediation of age-related discrimination in the 2015 schemes (often referred to as McCloud or Sergeant).

D9. ANSWER IF LGPS (FIRE, POLICE & OTHER SCHEMES SKIP TO D11)

What proportion of your ABS's issued by 31 August 2025 included remedy information for affected members?

Please write in the percentage below. If you do not know exactly, please give an approximate percentage

..... %

D10. ANSWER IF LGPS

Has your Pension Committee/Board made a determination to extend the deadline for including remedy information on ABS's beyond 31 August 2025 for any members where this deadline could not be met?

Please select one answer only

1. Yes
2. No
3. Don't know
4. Not applicable as deadline was met for all members

D11. ANSWER IF NOT LGPS (LGPS SCHEMES SKIP TO SECTION E)

In 2025, what proportion of affected members received their Remediable Service Statement (RSS) by the statutory deadline?

Please write in the percentage (from 0% to 100%) for each type of member. If you do not know exactly, please give approximate percentages

- a) Pensioner members %
- b) Deferred members %
- c) Active members %

D12. ANSWER IF NOT LGPS

In 2025, what proportion of your affected members were sent their RSS in each of these ways?

Please write in the percentage (from 0% to 100%). If you do not know exactly, please give approximate percentages

- Via a digital online portal %
- By post %
- Other way(s) %

D13. ANSWER IF LESS THAN 100% OF MEMBERS RECEIVED RSS BY DEADLINE AT D11

For those RSS's that could not be issued in time to meet the statutory deadline, what were the main reasons for missing this deadline?

Please select a maximum of three answers

1. Lack of resources or time
2. Complexity of the remedy calculations
3. Lack of necessary data
4. Recruitment, training and retention of staff and knowledge
5. Delays in receiving regulations/guidance
6. Lack of knowledge, effectiveness or leadership among key personnel
7. Issues with systems (IT, administration systems, etc.)
8. Lack of automation of calculations
9. Competing regulatory priorities (e.g. pensions dashboards requirements)
10. Other reason (please specify):
11. Don't know

D14. ANSWER IF LESS THAN 100% OF MEMBERS RECEIVED RSS BY DEADLINE AT D11

Was the missed deadline for issuing affected members their RSS reported to TPR?

Please select one answer only

1. Yes - and Breach of Law report made
2. Yes - but decided not to make a Breach of Law report
3. No - not reported
4. Don't know

D15. ANSWER IF MISSED RSS DEADLINE WAS NOT REPORTED TO TPR (D14=3)

What was the main reason for not reporting the breach?

Please select one answer only

1. Not material - few statements affected
2. Not material - very short delay
3. Other reason (please specify):
4. Don't know

D16. ANSWER IF NOT LGPS

Has your scheme used the regulatory discretion to defer the statutory deadline for issuing some or all RSS's?

Please select one answer only

1. Yes
2. No
3. Don't know

D17. ANSWER IF USED REGULATORY DISCRETION TO DEFER RSS (D16=1)

Has your scheme manager made a written record of any decision to exercise the discretion regarding a particular member or class of members, which includes a full description of the reasons for the decision?

Please select one answer only

1. Yes
2. No
3. Don't know

D18. ANSWER IF LESS THAN 95% OF MEMBERS RECEIVED RSS BY DEADLINE AT D11

At what point do you expect 95% of your RSS's to have been issued?

Please select one answer only

1. Have already reached this target
2. Within 6 months
3. Within 1 year
4. Within 2-3 years
5. Over 3 years
6. Don't know

D19. ANSWER IF NOT YET REACHED 95% TARGET (D18=2-5)

Looking forwards, how confident are you that this timescale will be met?

Please select one answer only

1. Very confident
2. Fairly confident
3. Not particularly confident
4. Not at all confident
5. Don't know

D20. ANSWER IF LESS THAN 100% OF MEMBERS RECEIVED RSS BY DEADLINE AT D11

Have you communicated with those members whose RSS's have missed the statutory deadline?

Please select one answer only

1. Yes, they have been informed of the delay and given an estimated date for their RSS to be issued
2. Yes, they have been informed of the delay but not given an estimated date
3. No
4. Don't know

SECTION E – REPORTING BREACHES

The next set of questions is about the scheme's approach to dealing with any breaches of the law.

E1. EVERYONE TO ANSWER

Do you maintain documented records of any breaches of the law identified?

Please select one answer only

1. Yes
2. No
3. Don't know

E2. ANSWER IF MAINTAIN RECORDS OF BREACHES OF THE LAW (E1=1)

Do these records include the decision taken on whether or not to report the breach of the law to TPR?

Please select one answer only

1. Yes
2. No
3. Don't know

E3. EVERYONE TO ANSWER

In the last 12 months, have you identified any breaches of the law that were not related to Annual Benefit Statements or Remediable Service Statements?

Please select one answer only

1. Yes
2. No
3. Don't know

E4. ANSWER IF IDENTIFIED ANY BREACHES OF THE LAW NOT RELATED TO ABS OR RSS (E3=1)

What were the root causes of the breaches identified?

Please select all the options that apply

1. Systems or process failure
2. Failure to maintain records or rectify errors
3. Management of transactions (e.g. errors or delays in payments of benefits)
4. Failure of the employer(s) to provide timely, accurate or complete data
5. Late or non-payment of contributions by the employer(s)
6. Other employer-related issues (please specify):
7. Something else (please specify):
8. Don't know

E5. ANSWER IF IDENTIFIED ANY BREACHES OF THE LAW NOT RELATED TO ABS OR RSS (E3=1)

In the last 12 months, have you reported any breaches to TPR as you thought they were materially significant? Please do not include any breaches that related to Annual Benefit Statements or Remediable Service Statements.

Please select one answer only

1. Yes
2. No
3. Don't know

SECTION F – IMPROVEMENTS TO GOVERNANCE AND ADMINISTRATION

The next set of questions is about your progress in addressing governance and administration issues.

F1. EVERYONE TO ANSWER

What do you believe are the top three factors behind any improvements made to the scheme's governance and administration in the last 12 months?

Please select up to three options below

1. Improved understanding of underlying legislation and standards expected by TPR
2. Improved engagement by TPR
3. Improved understanding of the risks facing the scheme
4. Resources increased or redeployed to address risks
5. Administrator action (please specify):
6. Scheme manager action (please specify):
7. Pension board action (please specify):
8. Other (please specify):
9. No improvements made to governance/administration in the last 12 months
10. Don't know

F2. EVERYONE TO ANSWER

What are the main three barriers to improving the governance and administration of your scheme over the next 12 months?

Please select up to three options below

1. Lack of resources or time
2. Complexity of the scheme
3. The volume of changes that are required to comply with legislation
4. Recruitment, training and retention of staff and knowledge
5. Lack of knowledge, effectiveness or leadership among key personnel
6. Poor communications between key personnel (board, scheme manager, administrator, etc.)
7. Employer compliance
8. Issues with systems (IT, payroll, administration systems, etc.)
9. The remediation process (also referred to as 'McCloud' or 'Sergeant')
10. The pensions dashboards requirements
11. Other (please specify):
12. There are no barriers
13. Don't know

SECTION G – GENERAL CODE OF PRACTICE

The next set of questions is about TPR's General Code of Practice. This consolidates ten of TPR's previous codes of practice and covers aspects of governance common to all types of scheme.

G1. EVERYONE TO ANSWER

How familiar are you with the expectations set out in the General Code of Practice?

Please select all the options that apply

1. You have a very good understanding of it
2. You have a fairly good understanding of it
3. You know a little bit about it
4. You are aware of it but know nothing about it
5. You were not aware of the General Code before today
6. Don't know

G2. ANSWER IF AWARE OF GENERAL CODE (G1=1-4)

Has the governing body compared the scheme's governance processes with the General Code of Practice to identify any gaps where improvements are required?

Please select one answer only

1. Yes
2. No, but plan to do this (or are in the process of doing this)
3. No, and no plans to do this
4. Don't know

G3. ANSWER IF HAVE COMPARED PROCESSES AGAINST GENERAL CODE (G2=1)

Did you identify any gaps where improvements were required?

Please select one answer only

1. Yes
2. No
3. Don't know

G4. ANSWER IF IDENTIFIED ANY GAPS (G3=1)**Thinking about the gaps that you identified in the scheme's governance processes, have you...?***Please select one answer only*

1. Already remedied these
2. Started work to remedy these
3. Or not yet started work to remedy these
4. Don't know

G5. ANSWER IF AWARE OF GENERAL CODE (G1=1-4)**Based on what you know about it, to what extent do you agree or disagree that the General Code of Practice has...?**

<i>Please select one answer per row</i>	Neither agree nor disagree					
	Strongly disagree	Tend to disagree	Neither agree nor disagree	Tend to agree	Strongly agree	Don't know
Improved how this scheme is governed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased the work required by this scheme to meet TPR's expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made it easier to understand TPR's expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SECTION H – ATTRIBUTION

Thank you for completing this survey. Your responses will help TPR understand how schemes are progressing and any issues they may face, which will inform further policy and product developments. Before you submit your answers, there are just a few more questions about your survey responses.

H1. EVERYONE TO ANSWER**Which of the following best describes your role within the pension scheme?***Please select one answer only*

1. Scheme manager*
2. Representative of the scheme manager
3. Pension board chair
4. Pension board member
5. Administrator
6. Other (please specify):

**In this survey 'scheme manager' refers to the definition within the Public Service Pensions Act, e.g. the Local Authority, Fire and Rescue Authority, Police Pensions Authority, Secretary of State/Minister or Ministerial department.*

H2. EVERYONE TO ANSWER

What other parties did you consult with to complete this survey?

Please select all the options that apply

1. Scheme manager
2. Representative of the scheme manager
3. Pension board chair
4. Pension board member
5. Administrator
6. Other
7. Did not consult with any other parties

H3. EVERYONE TO ANSWER

To inform TPR's engagement going forward, they would like to build an individual profile of your scheme by linking your scheme name to your survey answers. This will only be used for internal purposes by TPR and your scheme name would not be revealed in any published report.

Are you happy for your responses to be linked to your scheme name and supplied to TPR for this purpose?

Please select one answer only

1. Yes, I am happy for my responses to be linked to my scheme name and supplied to TPR for this purpose
2. No, I would like my responses to remain anonymous

H4. EVERYONE TO ANSWER

And would you be happy for the responses you have given to be linked to your scheme name and shared with the relevant scheme advisory board?

This is to help inform the advisory boards of areas for improvement and to further their engagement with pension boards.

Please select one answer only

1. Yes, I am happy for my responses to be linked to my scheme name and shared with the relevant advisory board
2. No, I would like my responses to remain anonymous

H5. EVERYONE TO ANSWER

Please record your name below. This is just for quality control purposes and will not be passed on to TPR.

Please write in below

.....

H6. EVERYONE TO ANSWER

Finally, please use the space below if you have any other comments or would like to clarify/explain any of the answers you have given.

Please write in below if applicable

.....

.....

.....

Thank you. Please now submit your responses through the online survey link contained in your invitation email. If you have any queries or technical issues please contact James Murray (Director, OMB Research) at james.murray@ombresearch.co.uk

TEESSIDE PENSION FUND

Administered by Middlesbrough Council

TEESSIDE PENSION BOARD REPORT**9 FEBRUARY 2026****DIRECTOR OF FINANCE AND TRANSFORMATION– ANDREW HUMBLE****Update on Work Plan Items****1. PURPOSE OF THE REPORT**

- 1.1 To present Members of the Teesside Pension Board (the Board) with information on items scheduled in the work plan for consideration at the current meeting.

2. RECOMMENDATION

- 2.1 That Board Members note this report and discuss any issues arising from it.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no specific financial implications arising from this report.

4. BACKGROUND

- 4.1 At its meeting on 19 July 2021 the Board agreed an updated work plan for the coming months and years which set out areas for the Board to discuss or consider at subsequent meetings. These were typically areas that the Pensions Regulator and/or the Scheme Advisory Board (SAB) had identified as important for Local Pension Boards to consider. This work plan has been reviewed and updated periodically by the Board, with the last updated approved at its 25 November 2024 meeting.
- 4.2 The items scheduled for consideration in the work plan for this meeting are review standard employer and scheme member communications and review procurements carried out by Fund – detail on these is set out below. The current work plan is contained at Appendix A.

5 REVIEW STANDARD EMPLOYER COMMUNICATIONS AND SCHEME MEMBER COMMUNICATIONS

- 5.1 Tyne and Wear Pension Fund took over the pensions administration contract from 1 June 2025. To encourage efficiency most communications between TWPF and employers and members are made through secure portals. This allows the use of workflows to ensure processes are monitored.
- 5.2 There are some regular email communications made with employers to the registered contacts identified by the employers through the admission process and regularly updated. TWPF have supplied a couple of email examples which are included as Appendix A and Appendix B.
- 5.3 The first is an email advising of the latest information on the LGPS provided in a monthly bulletin by the Local Government Pensions Committee of the Local Government Association. Each year one of these monthly bulletins will include the changes in employee contribution bands which the employer will need to apply for the following financial year.
- 5.4 The second example email is an invite to a webinar run by TWPF. Supporting and informing employers is a role which TWPF takes seriously to assist employers to operate the systems and processes TWPF use in administering the Fund effectively.
- 5.5 TWPF have also provided an example of the newsletter from TWPF web page signposted to members in the pensioner update, annual benefit statements and social media which is attached as Appendix C. These provide a useful source of information and mechanism for delivering information useful to members.
- 5.6 New members receive a welcome letter (Appendix D) from TWPF which includes the information to transfer pension rights from other pensions, what the member can do if they are unhappy, more information and how to contact the pension administration service as well as how to sign up to the MyPension portal for secure transfer of information between the member and the administrator.
- 5.7 Appendix E is an example communication to leavers from the Fund advising them of their current benefits and options in taking up those benefits along with the forms required to indicate to the pensions administrator what action the member wishes to take. The communication includes information and signposting to help the member make decisions. The LGPS is a complex scheme which is why so much information needs to be passed to the member to allow them to make their choices at retirement.
- 5.9 Tyne and Wear Pension Fund has developed their standard communications to conform with statutory requirements and best practice. Whilst tailored to the Teesside Pension Fund the communications have been developed from those used to communicate with TWPFs 186,904 members and 390 employers.

6 REVIEW PROCUREMENTS CARRIED OUT BY THE FUND

- 6.1 Teesside Pension Fund relies on suppliers to assist in providing services to members and in governance of the Fund. The key contracts and their timescales are listed below:

Service	Supplier	Start Date	End Date
Pensions Administration	Tyne and Wear Pension Fund	01/06/2025	31/05/2029
Custody	Northern Trust	01/06/2022	30/05/2026
Performance Measurement	Hymans Robertson	1/12/2023	Rolling One year
Investment Advice	Linchpin (William Bourne) Peter Moon	03/12/2018	31/03/2026
Direct Property Management	Aberdeen Investments		
Property Valuation	Knight Frank		

- 6.2 The Pensions Administration Contract was awarded to Tyne and Wear Pension Fund following a competitive tendering process during 2024. A full competitive tendering process was adopted using a 40% price, 60% quality evaluation of the tenders. Tyne and Wear Pension Fund had the highest scores in both price and quality of all of the tenders received.
- 6.3 The custody contract is due for renegotiation during 2026. Border to Coast and most of the Partner Funds in the pool also use Northern Trust for custody services and there is a limited number of suppliers to the LGPS. The nature of the contract is changing with less requirement to hold securities on behalf of the Fund and more requirement for book of record and banking services. There are advantages for Border to Coast in Partner Funds having the same custodian, maintaining one custodian connection for their systems.
- 6.4 The performance measurement contract was awarded to Hymans Robertson following the withdrawal from the market of the previous provider, Performance Evaluation. Again, there is a limited pool of suppliers of this type of service to LGPS funds.
- 6.5 The Investment advice contract is due for procurement. The procurement for this service has been delayed whilst awaiting clarity as to the requirements for this role which is the subject of legislation through the Pensions Bill and the regulations and guidance which will follow. It is anticipated that the coverage of advice provided by this role will encompass administration as well as investment advice. There will be a limited number of people with the knowledge, skills and qualifications to fit this new role.
- 6.6 The Direct Property Management and Property Valuation contracts for the stay behind property portfolio are let by Border to Coast on behalf of Teesside Pension Fund as part of the wider management of the Pools direct property portfolio and

other Funds stay behind portfolios. This approach has generated savings through economies of scale and enable Border to Coast's management of all these portfolios on behalf of Partner Funds.

7. NEXT STEPS

- 7.1 The workplan will continue to be provided to future Board meetings.

AUTHOR: Andrew Lister (Head of Pensions Governance and Investments)

TEL NO: 01642 726328

Teesside Pension Board Work Plan		
Date of Board meeting and any standard items scheduled	Suggested areas of focus (from the Pensions Regulator's Public Service Toolkit list)	Suggested activities (including from the Scheme Advisory Board guidance)
November 2024 Annual Review of Board Training		Review the arrangements for the training of Board members and those elected members and officers with delegated responsibilities for the management and administration of the Scheme
February 2025	Conflicts of interest	Update on Code of Practice review
March 2025 Annual Board Report	Managing risk and internal controls	Review of risk register Review internal and external audit reports
July 2025 Draft Report and Accounts	Maintaining accurate member data	Review administration reports, including data quality scores and progress in relation to any data improvement plans.
November 2025 Annual Review of Board Training	Maintaining member contributions	Review administration reports including in relation to any late payment of contributions. Review the arrangements for the training of Board members and those elected members and officers with delegated responsibilities for the management and administration of the Scheme.
February 2026	Providing information to members and others	Review standard employer and scheme member communications. Review procurements carried out by Fund.
April 2026 Annual Board Report	Resolving internal disputes	Review any internal dispute cases / Pensions Ombudsman cases since the last review. Review the outcome of actuarial reporting and valuations.
July 2026 Draft Report and Accounts	Reporting breaches of the law	Review breaches process and log. Review the complete and proper exercise of employer and administering authority discretions.
November 2026 Annual Review of Board Training		Review the arrangements for the training of Board members and those elected members and officers with delegated responsibilities for the management and administration of the Scheme
February 2027	TBC	TBC
April 2027 Annual Board Report	TBC	TBC
July 2027 Draft Report and Accounts	TBC	TBC
November 2027 Annual Review of Board Training	TBC	TBC

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Teesside Pension Fund

Administration Report

February 2026

Page 63

Pension Administration Report – Q3

This report provides an update on material matters in pensions administration and performance for Q3 up to 31 December 2025.

1. Introduction

On 1 June 2025, responsibility for the administration of the Teesside Pension Fund was successfully transferred from XPS Group to the Tyne and Wear Pension Fund (TWPF) as part of a shared service agreement. This transition, as previously reported, was not without its difficulties. A range of challenges emerged during the handover, notably several data-related issues that TWPF is now actively working to resolve. It is acknowledged and accepted that some errors may take several months to resolve.

Despite these initial hurdles, the transition has reached a stable phase. All new cases are currently being processed under standard business procedures, indicating a return to normal operations.

2. Pensions Processing

We are still determining the full extent of pension processing while addressing backlog cases, however the number of new cases has stabilised in the last quarter.

Appendix 1 provides a detailed report of the cases outstanding at the end of Quarter 3. Please be advised that the total number of cases is projected to increase in the next quarter, as we start to process 4,500 historical cases requiring benefit calculations to ensure their status is accurately updated.

3. Performance Against Statutory Requirements and Key Performance Indicators

TWPF measures the performance of the service against the Occupational and Personal Pension Scheme (Disclosure of Information) Regulations 2013 (“the Disclosure Regulations”), the national LGPS Scheme Advisory Board’s (SAB) Performance Indicators and additional internal performance indicators.

In respect of performance against disclosure, these are measured against 100%. Compliance with this is not always achievable, as there is reliance on employers to provide information and cases can be complex.

Appendix 2 sets out performance for Q3 (i.e. the period up to 31 December 2025).

It is a requirement to report the SAB KPIs in the Annual Report and Accounts. Appendix 3 shows performance against this set of KPIs up to 31 December 2025.

It is important to consider the overall circumstances of the transfer of responsibilities and the progress achieved since the start of the contract on 1 June 2025. It is expected that performance will improve as issues arising during the transition are resolved.

4. Online Member Services Registration

TWPF's default method of communication is digital, meaning that members will receive documents and updates electronically unless they specifically request to continue receiving paper correspondence. This brings significant efficiencies and cost savings.

Teesside Pension Fund members have been notified of this transition through various communications over the past year, ensuring that everyone is aware of the new approach.

The table below displays the number of members registered for online services, showing strong uptake in a short period. It is anticipated that these figures will increase further in the coming months as the Annual Pensioner Update and Annual Benefit Statements are released.

	Active		Deferred		Pensioner	
	Registered	%	Registered	%	Registered	%
30/09/2025	3,796	14%	1,775	9%	870	4%
22/01/2026	6,738	25%	3,347	17%	5,743	22%

5. Service Delivery

As previously reported, the transition of administration resulted in a significant increase in the volume of calls to the Pensions Helpline. During this period, there were weeks when only 40% of calls were successfully answered, indicating the heightened demand for support and guidance.

Encouragingly, by December, the situation had improved considerably, with 79% of calls being answered. This marked improvement demonstrates TWPF's ongoing efforts to respond effectively to member needs. Nevertheless, TWPF recognises the importance of providing a consistently high standard of service and remains committed to increasing this figure further. The goal is to ensure that all members receive excellent support and assistance whenever they contact the Pensions Helpline.

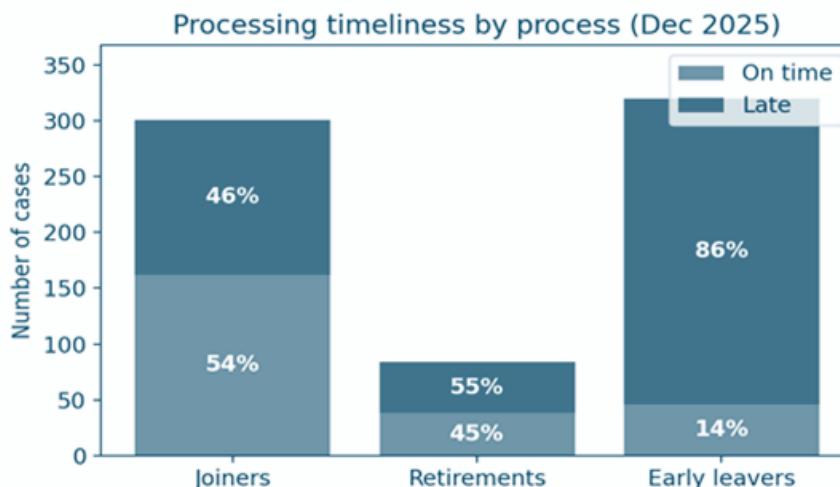
The table below illustrates the volume of calls received by the Pensions Helpline from 1 June 2025 onwards. As backlogs arising from the issues identified during the transition period are cleared, it is anticipated that calls will naturally reduce.

	June	July	August	September	October	November	December
All calls to the helpline	11946	8433	9353	8595	7244	8114	4965
<i>TOTAL calls to helpline (after option selection)</i>	8277	7030	7126	7225	6184	6978	3802
Average time to answer	00:15:24	00:08:48	00:14:20	00:07:44	00:05:52	00:05:55	00:03:51
Number of calls answered	3541	4299	3801	4983	4609	5014	3101
Average length of call	00:05:11	00:05:02	00:04:57	00:05:09	00:05:27	00:05:26	00:05:17
Abandoned calls after selection	4736	2731	3325	2242	1575	1964	701
Maximum delay to answer	01:31:46	00:59:27	01:19:33	00:54:36	00:50:49	00:49:16	00:40:56
% of calls answered	41.04%	58.34%	51.42%	68.41%	74.12%	71.33%	78.73%
Average abandoned time	00:04:14	00:03:29	00:04:13	00:03:14	00:03:29	00:02:41	00:02:45

It should be noted that the table above shows calls for both TPF and TWPF.

6. Employer Performance

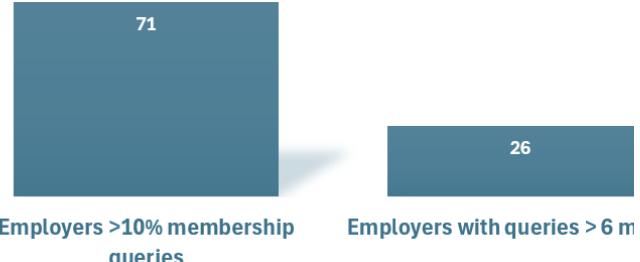
There is a statutory duty placed on employers to provide information regarding their members. TWPF relies heavily on this data to maintain accurate member records, calculate and pay benefits, and provide annual benefit statements. As a result, TWPF closely monitors the overall performance of employers and keeps track of any outstanding queries.



TWPF tracks employer performance to ensure prompt data submission. The graph to the left shows leavers forms received on time versus late during December 2025

TWPF routinely contacts employers to clarify information that has been submitted. The graph on the right illustrates the number of unresolved queries as at December. There are 71 employers with more than 10% of their membership under query, and 26 employers have queries that are older than six months.

Outstanding employer queries (at Dec 2025)



The Employer Services Team will continue reviewing employers who reach trigger levels. It is acknowledged that there is a period of adjustment whilst employers familiarise themselves with new working practices. We are monitoring the situation whilst supporting employers. This support includes a dedicated employer helpline, training webinars and meetings where necessary.

7. Dashboards

Pensions Dashboards are a government-led initiative designed to give individuals a secure, online, platform to view all their pension information in one place, including LGPS benefits and other pension arrangements. The aim is to improve transparency, help members plan for retirement, and reduce the risk of lost pensions. For LGPS funds, this requires ensuring data accuracy, compliance with technical standards, and integration with the national dashboard infrastructure.

TWPF has appointed Civica, our pensions administration software provider, as our Integrated Service Provider (ISP). TPF have now proven the ability to connect to the dashboard, and TWPF is carrying out the first phase of testing to ensure the data matching criteria works. The date of live launch is yet to be announced, although a period of 6 months' notice is expected.

High-quality data and robust processes are essential to meet regulatory expectations and deliver a reliable service for members. The poor quality of Teesside member data is a notable problem and risk. While we have a plan to improve the Teesside member data, this may take a few years before data reaches a satisfactory standard.

8. Added Value

Although the terms of the contract were agreed upon and outlined during the procurement process, since going live on 1st June, TWPF has undertaken - and continues to undertake - a range of additional actions and tasks beyond the scope of the contract at no extra cost. Some of these activities relate to matters predating the commencement of the contract. This includes:

- Putting in place a plan to work with employers to resolve the historical backlog of undecided leavers which had built up prior to the commencement of the contract (starting with approximately 4,700 cases).
- Providing membership data to the Teesside Pension Fund's Actuary in respect of the 2025 valuation and dealing with resulting queries.
- Liaising with and providing information to Teesside Pension Fund Officers and the Auditors to help prepare and finalise the Annual Report and Accounts for 2024/25.
- Providing information to assist Teesside Pension Fund to determine and collect unpaid amounts from Teesside employers in respect of unfunded compensatory added years and strain on the fund payments arising from early retirements.
- Updating member records to ensure compliance with the McCloud Remedy and in readiness for 2026 Annual Benefit Statements.
- Tidying up employer and member records to ensure members are allocated to the current employer and membership is at the correct status.

9. Conclusion

The transition to TWPF administration has been successfully completed with additional tasks delivered, exceeding initial expectations.

It is acknowledged that there has been some short-term disruption to service delivery, but this is very much an improving picture.

As we move beyond the initial transition phase, there are still a number of challenges that need to be addressed. Despite this, progress is being made and will continue to be made on an ongoing basis.

TWPF is already demonstrating added value at no additional addition cost. Over the coming years, we firmly believe that Teesside members and employers will see significant benefits from our shared administration service.

Appendix One

Active Processes at the end of Quarter 3 2025/26

Position on Major Processes 18 December 2025											
TPF	Avg. No. New Processes per week	Avg No. Processes Completed per week - Previous Year	Active Processes Last Week 11-Dec-2025	Active Processes This Week 18-Dec-2025	Active Process	New Processes This Week 18-Dec-2025	Pended Processes This Week 18-Dec-2025	Processes Completed This Week 18-Dec-2025	Processes Abandoned This Week 18-Dec-2025	Total Completed / Abandoned This Week 18-Dec-2025	
					▲ Increase ▼ Decrease ► No Change						
Pensions LPI Priority 1											
Deaths	60	58	191	182	▼ 9	32	100	51	2	53	
Immediate Benefits	89	88	246	266	▲ 20	57	232	35	1	36	
Transfers In	13	13	25	29	▲ 4	6	17	3	0	3	
Sub Total	162	159	462	477	▲ 15	95	349	89	3	92	
Pensions LPI Priority 2											
Deferred Retirements	105	105	728	754	▲ 26	91	80	51	9	60	
Recalculations - Benefits Paid	12	9	55	55	► 0	0	0	0	0	0	
Provisional Quote	14	12	136	138	▲ 2	3	5	1	0	1	
Deferments	106	93	1,048	1,129	▲ 81	87	67	10	1	11	
Refunds	116	102	643	681	▲ 38	84	223	44	2	46	
Recalculations - Other	18	17	53	54	▲ 1	1	0	0	0	0	
Divorce	8	7	13	10	▼ 3	2	8	4	0	4	
Transfers Out	26	25	15	14	▼ 1	5	38	8	2	10	
Joiners	50	52	0	0	► 0	0	0	0	0	0	
Personal Updates - Employer Notified	17	17	13	18	▲ 5	10	0	5	0	5	
Personal Updates - Member Notified	6	5	18	26	▲ 8	8	0	0	0	0	
Change Scheme Section	3	4	59	56	▼ 3	2	0	5	0	5	
Sub Total	481	448	2,781	2,935	▲ 154	293	421	128	14	142	
Pensions LPI Priority 3											
Deaths Supplementary	85	84	304	295	▼ 9	38	64	36	3	39	
Pension Monetary Changes	58	65	355	393	▲ 38	43	12	7	0	7	
DWP Trace	10	7	30	32	▲ 2	1	9	2	1	3	
Returned Mail (Pensioners)	0	0	135	135	► 0	0	0	0	0	0	
AVC/APC	16	19	264	201	▼ 63	2	87	88	1	89	
Interfunds In	30	24	108	125	▲ 17	14	105	8	1	9	
Interfunds Out	23	18	162	167	▲ 5	31	74	16	2	18	
Aggregation	334	262	827	809	▼ 18	69	91	91	27	118	
Opt Out Less than 3 months	14	18	191	189	▼ 2	6	0	7	0	7	
CARE Updates	19	18	512	553	▲ 41	51	0	9	4	13	
MMD	289	275	435	410	▼ 25	30	0	55	0	55	
Annual Allowance	4	15	145	145	► 0	0	6	0	0	0	
Ops Other	91	108	365	391	▲ 26	45	0	98	0	98	
Sub Total	973	913	3,833	3,845	▲ 12	330	448	417	39	456	
Total	1,616	1,520	7,076	7,257		181	718	1,218	634	56	690

Member Administration

Nominations	7	6	150	148	▼ 2	6	0	4	0	4
Bank Changes	22	25	0	0	► 0	0	0	0	0	0
Address Changes	32	32	52	63	▲ 11	25	0	14	0	14
Communication Method Updates	1	1	0	0	► 0	0	0	0	0	0
Member WEB Queries	175	158	33	34	▲ 1	23	0	22	3	25
Returned Mail (Active/Deferred)	0	0	9	9	► 0	0	0	0	0	0
Comms Other	82	43	90	93	▲ 3	33	1	32	3	35
Sub Total	319	265	334	347	▲ 13	87	1	72	6	78

Payroll Processes

Leavers from Payroll	42	42	0	0	► 0	0	0	0	0	0
P60/Payslip Request	12	15	0	0	► 0	0	0	0	0	0
Invoice Request	13	14	0	0	► 0	0	0	0	0	0
General Correspondence	1	6	0	0	► 0	0	0	0	0	0
Sub Total	68	77	0	0	► 0	0	0	0	0	0

Pensions, Member Administration and Payroll Process Total

Total	2,003	1,862	7,410	7,604	194	805	1,219	706	62	768
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Impact of Bulk Data Loading of Information

We have been using Bulk Data Inputs to load Personal Updates, Hour Change Information and Joiner Information. These changes are not reflected in the figures above.

The numbers of changes loaded are as follows

From 01/04/25 to date			
	Personal Changes	Hour Changes Loaded	Joiners
Total Loaded at End of Previous Week	2	261	799
Total Loaded to Date	2	261	799
Increase Over Previous Week	0	0	0

Appendix Two**Teesside Pensions Fund's Performance against Disclosure Standards up to 31 December 2025**

Consistently achieve the service standards – Disclosure Regulations – Target is 100%

No.	Performance Indicator	Team Responsibility	2025/26	
			Cases Processed Year to Date	Achieved Standard Year to Date (%)
1	Death of a member (Combined to include active deferred and pensioner)	Benefits and Bereavements Manager	150	63%
2	Death in service - (Revised)	Benefits and Bereavements Manager	0	0%
3	Deferred Benefit – Notification of entitlement	Transfers and Early Leavers Manager	846	100%
4	Deferred Benefit into Payment	Benefits and Bereavements Manager	964	66%
5	Deferred Refund into Payment	Transfers and Early Leavers Manager	532	95%
6	Divorce Quotation	Transfers and Early Leavers Manager	89	98%
7	Estimate of Benefits	Benefits and Bereavements Manager	137	91%
8	Immediate Pension	Benefits and Bereavements Manager	1,113	57%
9	Immediate Pension (Revised)	Benefits and Bereavements Manager	0	0%
10	Joiner not BDI	Employer Services Manager	426	51%
11	Joiner BDI	Employer Services Manager	855	17%
12	Refund	Transfers and Early Leavers Manager	777	87%
13	Refund (Revised)	Transfers and Early Leavers Manager	327	8%
14	TV In Quotation	Transfers and Early Leavers Manager	56	96%
15	TV Out Quotation	Transfers and Early Leavers Manager	104	94%
16	TV Out Payment	Transfers and Early Leavers Manager	25	80%

Appendix Three

SAB Administration Key Performance Indicators at 31 December 2025 (Quarter 3)**Table A – Total number of casework**

A – ADMINISTRATION KEY PERFORMANCE INDICATORS				
Table A - Total number of casework				
Ref	Casework KPI	Total no. new cases created in the year (April to December)	Total no. of cases Completed in year (1 April to December)	Total % of cases completed in year
A1	Deaths recorded of active, deferred, pensioner and dependent members	407	292	39%
A2	New dependent member benefits	126	124	98%
A3	Deferred member retirements	1,678	1,187	54%
A4	Active member retirements	1,431	935	57%
A5	Deferred benefits	1,543	263	6%
A6	Transfers in (including interfunds in, club transfers)	168	122	63%
A7	Transfers out (including interfunds out, club transfers)	408	361	82%
A8	Refunds	1,776	813	43%
A9	Divorce quotations issued	115	99	71%
A10	Actual divorce cases	7	6	40%
A11	Member estimates requested either by scheme member and employer	310	166	50%
A12	New joiner notifications	0	0	0%
A13	Aggregation cases	2,023	1,112	17%
A14	Optants out received after 3 months membership			

Table B – Time taken to process casework

Table B - Time taken to process casework			
Ref	Casework KPI	Suggested fund target*	% completed within fund target in year
B1	Communication issued with acknowledgement of death of active, deferred, pensioner and dependent member	5 days	84%
B2	Communication issued confirming the amount of dependents pension	10 days	74%
B3	Communication issued to deferred member with pension and lump sum options (quotation)	15 days	68%
B4	Communication issued to active member with pension and lump sum options (quotation)	15 days	76%
B5	Communication issued to deferred member with confirmation of pension and lump sum options (actual)	15 days	90%
B6	Communication issued to active member with confirmation of pension and lump sum options (actual)	15 days	96%
B7	Payment of lump sum (both actives and deferreds)	15 days	93%
B8	Communication issued with deferred benefit options	30 days	50%
B9	Communication issued to scheme member with completion of transfer in	15 days	90%
B10	Communication issued to scheme member with completion of transfer out	15 days	100%
B11	Payment of refund	10 days	84%
B12	Divorce quotation	45 days	98%
B13	Communication issued following actual divorce proceedings i.e application of a Pension Sharing Order	15 days	83%
B14	Communication issued to new starters	40 days	98%
B15	Member estimates requested by scheme member and employer	15 days	89%

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