



London Borough of Hackney – Decisions taken by the Pensions Committee on Tuesday 28 November 2023

Agenda Item No	Topic	Decision
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Items considered in public

4	Pension Fund Report & Accounts 2022/23 (Appendix 1 To Follow)	RESOLVED: <ol style="list-style-type: none">1. To note this draft version of the Pension Fund Annual Report and Accounts2. To approve publication of the draft accounts and distribution to interested parties, ahead of audit and receipt of an audit certificate.
5	Annual Report of the Pensions Committee 2022-23 (Appendix 1 To Follow)	RESOLVED: <ol style="list-style-type: none">1. The Pensions Committee is recommended to note the report.2. Council is recommended to note the report.
6	Gender Pensions Gap	RESOLVED: <ol style="list-style-type: none">1. To agree that officers will follow up the recommendations set out in paragraph 8.2 (below) of the submitted report with Hackney Council’s HR team to ensure that these are in place for the Fund’s largest employer. <p>-</p> <p><u>Paragraph 8.2.</u> The report recommends some actions that could be taken at local level, albeit employer driven. These include:</p> <ul style="list-style-type: none">• Reviewing job profiles and pay scales to ensure there is genuine equality across the full spectrum (this would also help address the gender pay gap)• Checking to see that back-to-work policies, including flexible working, fully support and encourage people who have taken career breaks back into the workplace• Enhancing shared parental leave policies• Educating employees about implications for their pension any time there is a life point change that may have financial consequences (e.g. reducing

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		<p>hours, getting divorced, promotion etc). Employees can then make informed choices about whether to top up their pension or not.</p> <ul style="list-style-type: none"> • Letting new joiners and part-time workers know that they can opt in to the pension scheme, even if they do not meet the qualifying criteria
7	Small Employers Admission Policy	<p>RESOLVED:</p> <p>1. To approve the draft Small Employers Admissions Policy for consultation with employers.</p>
11	Strategic Asset Allocation Review - Progress Updates, Rebalancing Decision & Investment Strategy Statement (Exempt)	The decision relating to this item is contained within the exempt decision notice.
12	Actuarial Service and Benefits & Governance Consultancy Procurement Decision (Exempt)	The decision relating to this item is contained within the exempt decision notice.