

Business Plan Progress Update

2023/24 as at 31 May 2023

| | | | | | |
|-----|-------------|---|---------------|-----------|--|
| Key | Complete | ✓ | Future action | ✓ | |
| | In progress | ✓ | | No action | |
| | Outstanding | ✓ | | | |

| Key Action/Task | Expected Delivery Timescales | | | | | | Current Status | |
|--------------------------------|--|----|----|----|---------|---------|----------------|--|
| | Q1 | Q2 | Q3 | Q4 | 2024/25 | 2025/26 | | |
| Governance | | | | | | | | |
| G1 | Review appointments of Pensions Committee co-opted members and Local Pension Board members | ✓ | | ✓ | ✓ | | | In Progress Recruitment to Pensions Board underway - employer reps finalised, scheme member reps to be confirmed shortly. Given the delays in recruiting new members, a report will be made to the Pensions Regulator. |
| G2 | Induction training and needs analysis for Pensions Committee, Board and key officers | ✓ | ✓ | | | ✓ | | In Progress To be discussed at September Committee meeting pending return of training needs analysis questionnaire from Members |
| G3 | Review of Cyber Strategy | | | | | ✓ | | No Action |
| G4 | Review of cybercrime risk to Fund | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | In Progress Data and asset map, and Incident Response Plan are being drafted. Planned supplier reviews will be commenced soon |
| G5 | Review of Breaches procedure | | | | | | ✓ | No Action |
| G6 | Governance review and implementation of actions | | | ✓ | ✓ | ✓ | | No Action |
| G7 | Review against TPR new single code | ✓ | ✓ | ✓ | ✓ | ✓ | | Future Action Delayed as the new Code has not yet been issued by the Regulator. |
| G8 | Review of Conflicts of Interest Policy | | | | | ✓ | | No Action |
| G9 | Diversity and Inclusion | | | ✓ | ✓ | ✓ | | No Action |
| G10 | Review of Governance Policy and Compliance statement | | | | | ✓ | | No Action |
| G11 | Review of Knowledge and Skills Policy | | | | | ✓ | | No Action |
| G12 | Review of Risk Management Policy | | | | | ✓ | | No Action |
| G13 | Implement changes from Scheme Advisory Board good governance review | ✓ | ✓ | ✓ | ✓ | ✓ | | Future Action Delayed as still awaiting government consultation and statutory guidance/legislation. |
| G14 | Recruitment, retention and succession planning | ✓ | ✓ | ✓ | ✓ | ✓ | | In Progress New Responsible Investment post to be advertised shortly |
| Funding and Investments | | | | | | | | |
| F1 | Investment Strategy review - Strategic Asset Allocation | ✓ | | | | | | Completed The high level review of the Strategic Asset Allocation was completed in April 2023 - the review will now move into the implementation stage. |
| F2 | Investment Strategy review - implementation | ✓ | ✓ | ✓ | ✓ | ✓ | | In Progress Implementation now underway - natural capital to be considered in Q1 with MAC and Impact Property to follow. |

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|--|--|------------------------------|----|----|----|---------|---------|--|
| | | 2023/24 | | | | 2024/25 | 2025/26 | |
| | | Q1 | Q2 | Q3 | Q4 | | | |
| F3 | Responsible Investment - Climate Targets | ✓ | | | | ✓ | ✓ | Completed Target setting work now complete - progress against targets to be monitored annually as part of Pensions Risk Management Framework (PRMF) |
| F4 | Responsible Investment - Stewardship Code | ✓ | ✓ | | | | | Outstanding Postponed to focus on investment strategy review implementation and ensure underlying stewardship processes are in place - aim for March 2024 submission window to submit response |
| F5 | 2025 actuarial valuation and review of funding strategy | | | | | ✓ | ✓ | No Action |
| F6 | GAD section 13 valuation results/engagement | | | | | | ✓ | No Action |
| F7 | Outsourcing of small employers | ✓ | ✓ | | | | | In Progress Discussed potential policy with Hymans Robertson; now awaiting formal actuarial advice before seeking approval from Pensions Committee. |
| Administration and Communications | | | | | | | | |
| A1 | Relaunch member self-service on-line functionality | | | ✓ | ✓ | ✓ | | No Action |
| A2 | Work with Hackney Council/HLT to develop pensions interface/extract (for employer self-service) | ✓ | ✓ | | | | | In Progress The final actions relating to the pensions interface are progressing well. Hoping to have completed by late June/July |
| A3 | Implement employer self-service on-line functionality to all employers including updating employer guide | | | ✓ | ✓ | ✓ | | No Action |
| A4 | Review of third party administrator processes and responsibilities | ✓ | ✓ | | | | | In Progress Review is largely complete and the report is being drafted. It will now be brought to September Committee. |
| A5 | Implementation of new administration contract and consideration of future options | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | In Progress The new contract is now in place and the software upgrade is currently being looked at by Equiniti for timeframes and onboarding deadline. |
| A6 | Implementation of updated version of third party administrator software | | ✓ | ✓ | | | | No Action |
| A7 | Preparation of member data for valuation | | | | | ✓ | ✓ | No Action |
| A8 | Implement McCloud/Sargeant remedy (extension underpin test) | ✓ | ✓ | ✓ | ✓ | ✓ | | In Progress See separate McCloud update in the Quarterly Update Report |
| A9 | Review of employers' processes and responsibilities | | | | | ✓ | ✓ | No Action |
| A10 | Update data improvement plan/procedures following improvements in employer engagement | ✓ | ✓ | ✓ | | | | In Progress Data audits being undertaken by the internal LBH team are in progress and the quality of data is also being looked at by Equiniti using their Datasure tool |
| A11 | Implement trivial commutation/small pot payments | | | | | | ✓ | No Action |
| A12 | Carry out frozen refund clearance exercise | | | ✓ | ✓ | ✓ | | No Action |
| A13 | Implement changes required for national pensions dashboard(s) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | Outstanding Due to the delay in the overall government dashboard programme, and internal resourcing constraints, this is outstanding. |
| A14 | Introduce pension tax communication strategy | | ✓ | | | | | No Action |

