



Havering Pension Fund

REPORT ON THE WORK OF THE PENSIONS COMMITTEE DURING 2024/25 & 2025/28 BUSINESS PLAN

INTRODUCTION

This is the Business Plan for the London Borough of Havering Pension Fund (the 'Fund'). Havering Council is an Administering Authority under Local Government Pension Scheme (LGPS) Regulations and as such has delegated authority for this to the Pensions Committee.

The Business Plan sets out the work undertaken by the Committee during 2024/25 and the plan of work for the forthcoming three years. The Business Plan is reviewed and updated annually.

The Business Plan, in line with CIPFA guidance "Principles for Investment Decision Making & Disclosure in the LGPS" outlines:

- Key Targets and Methods of Measurement
- Review level of internal & external resources
- Financial Estimates
- Major milestones and issues considered and to be considered
- Appropriate provision for Training
- Any recommendations actions to put right any deficiencies.

The Fund provides benefits to Council employees (except teachers). The performance of the Fund impacts on the cost of Council services through the cost of employer contributions. It is therefore beneficial to issue a Business Plan/Annual report to all Council Members covering the work of the Pensions Committee.

KEY TARGETS & METHODS OF MEASUREMENT

The Fund invests employee and employer contributions into a Fund in order to pay pension benefits to scheme members. The Fund is financed by contributions from employees, employers and from profit, interest and dividends from investments.

The Pension Fund consists of 65 employers with active members, of which the London Borough of Havering is the largest. The other employers in the Fund are made of up of 48 Scheduled bodies (Academies) and 14 Admitted bodies (14 outsourced contracts).

Pension Fund – Funding

The Fund's Actuary (Hymans Robertson) carried out a triennial valuation during 2022/23 based on data as at 31 March 2022. The main purpose of the valuation is to calculate the funding position within the Fund and set employer contribution rates for the following three years with the results of the 2022 valuation effecting employer contribution rates from 1 April 2023 until 31 March 2026.

The valuation is a planning exercise for the Fund, to assess the monies needed to meet the benefits owed to its members as they fall due. As part of the valuation process, the Fund reviews its funding and investment strategies to ensure that an appropriate contribution plan is in place.

The Fund also monitors the funding position at the midway point between triennial valuations, which is the 30 September 2023. The purpose of the funding update was to assess whether the funding plan is on track and take any actions where necessary. No actions are required to change the current funding plan. The updated funding position provides an illustrative funding position and not designed to meet regulatory requirements for. A comparison of funding levels can be seen below:

Table 1 - Comparison of funding levels:

Ongoing funding basis	31 March 2019	31 March 2022	30 September 2023
	£m	£m	£m
Assets	733	920	891
Liabilities	1,054	1,149	842
Surplus/(deficit)	(321)	(229)	49
Funding level	70.0%	80.0%	106%

Increased funding level has been driven by a fall in the liabilities. The fall in liabilities is a consequence of higher than expected real discount rate used to value the current cost of future pension obligations (accrued liabilities).

Investment Strategy Development & Performance Monitoring:

The Investment Strategy Statement (ISS) is subject to review at least every three years and it is timely to undertake a review as part of the triennial valuation process and future investment return expectations are set out within the Funding Strategy Statement (FSS).

During the valuation process and discussion of the valuation results it was acknowledged that there was a need to shift the investment strategy towards investments that will provide increased income for the Fund. This was reflected in an Investment Strategy Considerations paper that was presented and agreed at the Pensions Committee meeting on the 21 March 2023 and subsequently incorporated within the ISS agreed at the 12 September 2023 meeting.

Agreement at the 21 March 2023 Pensions committee meeting was to proceed with a two-step approach, which consisted of:

- An initial 'Interim' investment strategy – with an allocation to investment-grade credit assets of 5% and an increase in allocation to infrastructure assets from 10% to 12.5%,
- A 'Long Term' investment strategy – with a migration away from investment grade credit assets and move towards the more income orientated mandates of Multi Asset Credit (MAC) and private debt over time.

The ISS set out the target asset allocations. The following table shows the actual asset allocation position as at 31 March 2024 compared against the long- term target and includes individual Fund Manager benchmarks:

Table 2 – Asset Allocations

Asset Class		Target Allocation	Actual Allocation 31 March 2025	Relative	Benchmark and Target
		%	%	%	
GROWTH		52.5	53.4	0.9	
Global Equity- Legal & General Investment Management (LGIM) - Passive	LCIV aligned	5.0	4.4	-0.6	FTSE All World Equity Index
Emerging Market Equity - LGIM Emerging Markets - Passive	LCIV aligned	5.0	4.1	-0.9	FTSE World Emerging Markets
Multi- Factor Equity - LGIM Future World Fund	LCIV aligned	12.5	13.3	0.8	FTSE AW ex CW Climate Balanced Factor Index
Passive Equity Progressive Paris Aligned Fund (PEPPA) - State Street	LCIV	5.0	5.8	0.8	S&P Developed Ex-Korea Large Mid Cap Net Zero 20250 Paris Aligned ESG Index
Global Alpha Paris Aligned Fund - Baillie Gifford	LCIV	12.5	13.3	0.8	MSCI ACWI by 2- 3 % p.a. over a rolling 5 five year period Plus have a weighted average greenhouse gas

Asset Class		Target Allocation	Actual Allocation 31 March 2025	Relative	Benchmark and Target
		%	%	%	
					intensity that is lower than MSCI ACWI EU Paris Aligned Requirement index
Absolute Return - Ruffer	LCIV	12.5	12.5	0.0	Preserve and grow capital (LIBOR +4% p.a.)
INCOME		42.5	38.5	-4.0	
UK Property - UBS	Non LCIV	6.0	5.1	-0.9	Match MSCI All Balanced Funds Weighted Average Index
Global Property - CBRE	LCIV	4.0	3.1	-0.9	CPI +5%% p.a. (net of fees)
Global Infrastructure - Stafford II & IV	Non LCIV	3.5	4.3	0.8	CPI +5%% p.a. (net of fees)
Infrastructure - JP Morgan	Nov LCIV	5.5	4.9	-0.6	CPI +5%% p.a. (net of fees)
Renewable Energy Infrastructure	LCIV	3.5	1.8	-1.7	CPI +5%% p.a. (net of fees)
Multi Asset Credit - Royal London	Non LCIV	7.5	7.0	-0.5	<ul style="list-style-type: none"> 50% ICE BAML, BB-B Index 50% Credit Suisse US Leveraged Loan Index GBP Hedged
Investment Grade Credit Global Bond Fund	LCIV	5.0	4.8	-0.2	Barclays Aggregate – Credit Index Hedged (GBP) Index
Private Debt - Churchill II & IV	Non LCIV	3.0	2.8	-0.2	Outperform cash + 4% p.a
Private Debt Permira - PCS4 & PCS5	Non LCIV	4.5	4.7	0.2	Outperform cash + 4% p.a
PROTECTION		5.0	8.1	3.1	
Index Linked Bonds - Royal London	Non LCIV	5.0	4.7	-0.3	40% FTSE Index Linked over 5 Year index.
Currency Hedging	Russell	0.0	0.4	0.4	Hedge 100% of EUR, USD and AUD currency (non-equity)
Cash	n/a	0.0	3.0	3.0	n/a
TOTAL		100.0	100.0	0.0	

Set out below is the implementation/progression of the agreed investment strategy during 2024/25:

- 1 October 24 – Restructure of the Royal London (Bond Manager) benchmark – Disaggregated the consolidated benchmark for the Multi Asset Credit Fund and Index Linked Gilts (ILG) so that each is managed to their separate benchmarks. Also updated the ILG benchmark to the FTSE Actuaries UK Index-Linked Gilts All Stocks Index (from the FTSE Actuaries UK Index-Linked Gilts over 5 years Index).
- 12 December 2024 – Underweight positions were rebalanced to bring the funds' assets allocation in line with targets, using cash withdrawn from Havering Treasury (£10m) and Northern Trust General Cash (£30m). £13m increase to the London CIV Absolute Return Fund (was 1/3% underweight) and £27m increase to Royal London ILG (was 2.7% underweight).
- 1 January 2025 – Oversight of the CBRE Global Alpha Fund transferred to LCIV under an engagement agreement. This resulted in a reduction in fees for the Fund and LCIV will add the Global Alpha Fund to their manager monitoring programme.
- 20 January 2025 – on the 10 December 2024, the Committee agreed to reduce the target allocation of the LCIV Global Alpha Growth Paris Aligned (GAGPA) fund from 15% to 12.5% and increase the Legal and General Future World Fund allocation from 10% to 12.5%. The 2.5% adjustment equated to £25m and the transfer of cash was completed on 20 January 2025

Following on from the agreement of the ISS in September 2023, the ISS will be presented to the Committee for ongoing implementation updates during 2025 and beyond.

Overweight allocations to cash or asset allocations will be considered for reinvestment or settlement of capital calls.

Short-term performance of asset class and managers will result in a deviation from benchmarks from time to time.

The underweight position in the LCIV Renewable Infrastructure Fund relates to the commitment not yet fully called.

In line with the ISS, when the Fund allocation deviates by 5 percentage points or more from the strategic allocation, the assets will be rebalanced back to within 2.5 percentage points of the strategic asset allocation.

As at 31 March 2025 the total value of assets with the London CIV is £416m which represents 38% of assets under direct management (2023/24 41%). The London CIV has a business arrangement with LGIM and CBRE to deliver the passive global mandate; this can be classified as being held within the London CIV for pooling purposes so the allocation increases to £635m. Overall allocation to LCIV is 63% (2023/24 60%).

The Fund will continue to have ongoing discussions with the London CIV to progress the transition of assets onto the London CIV platform in accordance with the Ministry of Housing, Communities and Local Government (MHCLG) timelines.

The Fund has continued to fund capital calls for the Private Debt and Infrastructure mandates during the year to 31 March 2024. Amounts paid and waiting to be called are as follows:

Table 3 – Capital Calls paid and outstanding

Investment Manager	Mandate	Amount Paid £000	Commitments outstanding* £000
Stafford II	Infrastructure	0,074	1,658
Stafford IV	Infrastructure	0,729	2,334
LCIV Renewables	Infrastructure	4,415	8,661
Churchill II	Private Debt	nil	0,901
Churchill IV	Private Debt	1,712	3,959
Permira PCS4	Private Debt	nil	4,751
Permira PCS5	Private Debt	8,548	14,366
Total		15,478	36,630

*Includes recallable income

Investment Strategy - Climate Considerations:

The Committee recognises the long-term financial risks and opportunities presented by climate change and during 2021/22 had already taken steps to address climate risk in a number of ways, mainly moving some of its equity investments to low carbon aligned portfolios and commenced investing in renewable energy infrastructure. The Committee will continue to include climate considerations as part of investment decision making.

The Committee's journey to meet its climate ambitions remains ongoing and the progress made to date is outline below:

- a. 26 July 2022 Pensions Committee meeting - the Committee received a presentation setting out the possible next steps in developing the Fund's plans for addressing climate risk within its portfolio. This plan will be used to establish a baseline position enabling the Fund to frame objectives and targets for change.
- b. 20 September 2022 Pension Committee meeting - the Committee was presented with a baseline assessment of several carbon metrics, which identified gaps in data and set out those asset types where data is harder to collect and measure. Assessing the Fund's current position against a series of standard metrics will address ongoing reporting requirements.
- c. 13 December 2022 Pensions Committee considered the indicative plans/actions and timescales in developing the Fund's plans for embedding climate risk management into the Fund.
- d. 6 March 2023 - An education session on climate metrics was delivered to the Committee, in preparation for the discussions on setting objectives and goals for inclusion in the climate risk policy.
- e. 21 March 2023 Pensions Committee discussed and agreed the draft outline of the Climate Risk Policy content and agreed to fully develop the policy. The Policy will set out the Committee's approach to addressing climate related risks, its goals and any associated actions for delivery. The Committee will then monitor exposure to climate related risks within its portfolios on an annual basis.
- f. 25 July 2023 Pensions Committee agreed the Climate Policy and Action Plan, which includes the objectives set, targets to be assessed and actions that the Committee will take.
- g. 27 March 2024 Climate workshop held to discuss the climate journey so far and next steps on how to measure the progress against an ambition to reduce financial emissions to net zero by 2050.
- h. 10 Dec 2024 - Annual collection and collation of climate metrics in line with Fund's Climate Action Plan/Risk Policy and Task Force on Climate-Related Financial Disclosures ("TCFD") framework. TCFD report presented and agreed at Pensions Committee meeting on the 10 December 2024.

Fund Performance

The performance of the Fund is measured against a tactical and a strategic benchmark.

Strategic Benchmark - A strategic benchmark has been adopted for the overall Fund of Index Linked Gilts + 1.8% per annum. This is the expected return in excess of the fund's liabilities over the longer term. The strategic benchmark measures the extent to which the fund is meeting its longer term objective of reducing the funds deficit.

Tactical Benchmark - Each manager has been set a specific (tactical) benchmark as well as an outperformance target against which their performance will be measured. This benchmark is determined according to the type of investments being managed. This is not directly comparable to the strategic benchmark as the majority of the mandate benchmarks are different but contributes to the overall performance.

The Fund uses the performance measurement services from Northern Trust, to provide comparative statistics on the performance of the Fund for its quarterly monitoring.

The overall net performance of the Fund as at 31 March 2025 against both benchmarks is shown below:

Table 4 – Fund Performance

	<u>1 year</u> <u>to</u> <u>31.03.25</u> %	<u>3 Years to</u> <u>31.03.25</u> %	<u>5 years to</u> <u>31.03.25</u> %
Fund Return	3.64	2.38	6.99
Tactical Benchmark	5.84	6.00	8.54
Performance	(2.20)	(3.62)	(1.55)
Fund Return	3.64	2.38	6.99
Strategic Benchmark	(6.25)	(11.98)	(5.39)
Performance	9.90	14.36	12.38

Source: Northern Trust

Totals may not sum due to geometric basis of calculation and rounding

Comments on Fund performance from the Fund's Investment Advisors:

The overriding investment objective for the Fund is to deliver consistent year-on-year returns to support an affordable and stable level of contributions for the longer term.

The current funding approach implies a target investment return of 3.5% p.a. (as stated in the latest actuarial valuation date as at 31 March 2022). This target investment return is a slight increase from the 3.3% p.a. stated in the previous actuarial valuation (as at 31 March 2019).

Over the 12-month period to 31 March 2025, the Fund delivered a positive return of 3.6% which was ahead of the strategic benchmark, albeit behind the Fund's tactical benchmark. Over periods of 3 years and 5 years to 31 March 2025, the Fund experienced positive asset growth, with investment returns of 2.4% p.a. and 7.0% p.a. respectively. These returns remain ahead of the Fund's strategic benchmark, with the Fund therefore demonstrating long-term performance which remains sufficient to support affordable and stable levels of contributions.

The positive investment performance (in absolute terms) over the 12-month period was primarily driven by the Fund's passive equity allocation, as well as positive contributions from credit allocations. Over the year global equity markets performed well, driven by strong returns of US technology stocks. Credit markets were buoyed by resilient corporate earnings and the prospect of interest rate cuts improved the outlook for corporate balance sheets.

The Fund's active equity allocation, infrastructure and global property allocations were the main sources of underperformance relative to the tactical benchmark over the 12-month period.

Implementation of agreed changes in the investment strategy continued over the year. The allocation to the LCIV Global Alpha Growth Paris Aligned Fund was reduced from 15% to 12.5%, with the proceeds invested in the LGIM Future World Fund (thereby increasing the allocation from 10% to 12.5%). This was undertaken to provide a greater balance across the equity mandate target allocations, whilst retaining a well-diversified aggregate equity allocation. In addition, steps were taken to reduce potential return volatility in the RLAM mandate through reducing the benchmark duration of the index linked gilts portfolio.

Finally, during the year, the Committee took further steps to progress against objectives set out in the Fund's Climate Risk Policy and Action Plan. This included the Committee reviewing the ESG-related exclusions and restrictions applicable to the Fund's existing investments, completing an assessment of climate metrics for the Fund's existing investments as at 31 March 2024, and becoming a signatory of the 2024 Global Investor Statement to Governments on the Climate Crisis. The Committee also produced

their fourth annual report setting out their approach to managing climate-related risks in line with the Taskforce on Climate-related Financial Disclosures (TCFD) framework.

Due to a change in guidance, the Committee reviewed the reporting arrangements back in June 2017 and agreed that only one fund manager will attend each Committee meeting, unless performance concerns override this. Managers in the London CIV sub funds are now monitored by them and the London CIV produce quarterly monitoring reports, which are distributed to the Committee.

Cyclical coverage of manager monitoring is set out in **Annex B**.

INTERNAL & EXTERNAL RESOURCES

Investment strategy and performance monitoring of the Fund is a matter for the Committee which obtains and considers advice from the Authority and oneSource officers, and as necessary from the Fund's appointed professional adviser, actuary and performance measurers who attend meetings as and when required.

The structure of the Committee, which reflects the political balance of the Council, and who were responsible for decision making during the year to 31 March 2025, follows:

Labour Group

Cllr Mandy Anderson (Chair)

Conservative Group:

Cllr Viddy Persaud

Cllr Joshua chapman

Havering Residents' Group

Cllr Stephanie Nunn (Vice- Chair)

Cllr Jacqueline Williams

Cllr James Glass

Other

Union Members (Non-voting) x 2 - Derek Scott (Unison) and Vacant (GMB)

Admitted/Scheduled Body Representative (voting) (currently vacant)

Day to day management of the Fund is delegated to the authority's statutory section 151 Officer/Strategic Director of Resources and the Director of Exchequer & Transactional Services, delivered via oneSource (shared service arrangement between London Borough of Havering and Newham).

The Investment and Financial management of the Fund is delivered by the London Borough of Havering's Pensions and Treasury Team and Pensions Administration is delivered via the oneSource arrangement.

The Pensions Committee is also supported by Committee Services.

Administrative costs are reimbursed to the Administrating Authority by the Fund.

From 1 November 2017, the London Borough of Havering delegated the pension administration service to Lancashire County Council (LCC) who has engaged the Local Pension Partnership Administration (LPPA) to undertake their pension's administration.

Estimated costs for the forthcoming three years for Administration, Investment Management expenses and Governance & Oversight follow in this report.

Pensions Administration - The LPPA is responsible for all aspects of the Fund administration including calculating benefits, processing joiners and leavers, record amendments, end of year returns, monitoring and administration of the Authority's Additional Voluntary Contributions (AVC) scheme. LPPA engagement team is responsible for communications and training for Scheme employers and pension scheme members.

At a Pensions Committee meeting held on the 25 June 2024, members reviewed and agreed the £648k 2024/25 budget for the LPPA Pensions Administration contract. The 2025/26 budget will be presented to the Pensions committee at the 24 June 2025 meeting.

The oneSource Pensions Administration section consists of 3 full time equivalent posts, which includes a post for the Projects and Contracts Manager who monitors the LPPA pension's administration contract and ad hoc projects.

The financial information can be seen in Financial Estimates section.

Accountancy and Investment support - The Pensions Finance team consists of 2.4 full time equivalent posts (3 officers). They ensure that members of the committee receive advice on investment strategy and monitoring of the fund managers. The team also maintains compliance with the Pension Fund statutory obligations, as well as accounting for the activities of the Fund.

FINANCIAL ESTIMATES

The financial accounts of the Havering Pension Fund for 2024/25 is included in the formal Annual Report of the Fund itself and not included here. The Annual Report is prepared later in the year when the pension fund accounts have been finalised.

In line with the Chartered Institute of Public Finance & Accountancy (CIPFA) LGPS Management Costs guidance, Management costs are shown split between three cost categories as follows:

1. Administrative Expenses

Includes all staff costs associated with Pensions Administration, including Payroll.

	2023/24 Actual £000	2024/25 Estimate £000	2024/25 Actual £000	2025/26 Estimate £000	2026/27 Estimate £000	2027/28 Estimate £000
Administration & Processing	806	908	996	1,030	1,030	1,030
Other Fees (Levies)	15	16	8	15	15	15
Other Costs (Interest)	125	75	2	0	0	0
TOTAL	946	999	1,006	1,045	1,045	1,045

Please note the following regarding the above figures:

- Administration & processing costs include the Pension Administration Contract LPPA, Project & Contract manager, payroll & legal charges and ad hoc project costs. Increase in 2024/25 costs relates to an additional backdated 2022/23 Fusion Licensing costs (£68k). Increase in 2025/26 estimate relate to increase in Pensions Administration Contract (£97k).
- Interest payments accounted for in Leavers out expenditure and will no longer an increase in interest rates
- Assumed inflation at 3% where applicable or average over three years - No further allowance for inflation after 2025/26

2. Investment Management expenses

These costs will include any expenses incurred in relation to the management of Fund assets.

Fees are calculated based on market values under management and therefore increase or reduce as the value of investments change.

	2023/24 Actual £000	2024/25 Estimate £000	2024/25 Actual £000	2025/26 Estimate £000	2026/27 Estimate £000	2027/28 Estimate £000
Fund Manager Fees	3,995	4,000	3,606	3,900	3,900	3,900
Performance Related Fees	200	160	32	50	50	50
Transaction costs	361	335	597	490	490	490
Custodian Fees	28	35	29	30	30	30
TOTAL	4,584	4,530	4,264	4,470	4,470	4,470

Please note the following regarding the above figures:

- Lower Fund Manager fees relate to lower fee rates being applied. Return of capital results in lower asset values and therefore lower fees
- Movement between Performance Related Fees & Transaction costs relate to better understanding of cost classifications
- Fund Manager/Performance Fees & Transaction costs are charged according to the fund value; therefore, an average figure from the last three years has been applied for estimates 2025/26 onwards and adjusted for mis-postings as appropriate.

3. Governance and Oversight

This category captures all costs that fall outside the above two categories and include legal, advisory, actuarial and training costs. Staff costs associated with the financial reporting and support services to the Committee is included here.

	2023/24 Actual £000	2024/25 Estimate £000	2024/25 Actual £000	2025/26 Estimate £000	2026/27 Estimate £000	2027/28 Estimate £000
Financial Services	229	240	194	200	200	200
Actuarial Fees	125	60	35	100	40	40
Audit Fees	90	90	114	100	100	100
Performance Measurement Fees	38	45	54	55	55	55
Member Training (inc. LPB)	2	10	15	15	15	15
Advisor Fees	80	80	110	90	90	90
London CIV	101	100	97	100	100	100
Local Pension Board	7	10	9	10	10	10
Pensions Committee	38	40	27	30	30	30
Other Fees	15	16	17	20	20	20
TOTAL	725	691	672	720	720	720

Please note the following regarding the above figures:

- Financial Services reduction relate to the outcome of management changes following exit from oneSource
- Actuarial Fees shown are shown net of recharges from 2024/25 onwards.
- LCIV reflects lower fee Development Fund charges
- Incompletion of prior year audits costs causing delays for accurately predicating audit fees. Estimates for audit fees are based on 24/25 agreed fees and uplifted for 3% inflation. Audit fees subject to approval by Public Sector Audit Appointments (PSAA).
- Assumed inflation at 3% where applicable or average over 3 years - No further allowance for inflation after 2025/26

	2023/24 Actual £000	2024/25 Estimate £000	2024/25 Actual £000	2025/26 Estimate £000	2026/27 Estimate £000	2027/28 Estimate £000
OVERALL MANAGEMENT TOTAL	6,255	6,220	5,942	6,235	6,235	6,235

MAJOR MILESTONES & ISSUES CONSIDERED/TO BE CONSIDERED

Pension Committee meetings 2024/25

The Committee met a number of times during 2024/25 and Annex A sets out the coverage of matters considered and members in attendance.

Timetables are indicative and some reports may be rescheduled to an alternative date to avoid overloading content at meetings.

Annex A has been compared against the indicative work plan set for 2024/25 to demonstrate what was achieved and is set out below:

Cyclical Planned Work	Achieved	Comments
25 June 2024		
Overall Monitoring Report on Pension Fund to end of Mar 24 - Royal London – Bonds manager to attend	Yes	
Business Plan/Report on the work of the Pensions Committee 2023/24	Yes	
Pension fund Accounts 2023/24	Yes	
Pensions Administration Budget 2024/25	Yes	
Non-Cyclical Planned Work	Achieved	Comments
Review of Pensions Fund Admissions Policy	Yes	Included in the work plan but with no specified date
Agreed Admission to the fund: CleanTEC Services (catering – Elm Park School) and Aspens Services (Catering Empower Learning Trust)	Yes	Not possible to predict when new employers will join so won't be scheduled as part of the business plan
1 October 2024		
Overall Monitoring Report on Pension Fund to end of Jun 24- LGIM Passive Equities Manager to attend	Yes	
Pension Fund Annual Report 2023/24	Yes	Presented at 5 November 2024 meeting
The Pensions Regulator Code of Practice – compliance/action Plan	No	Still under review
Government Actuary Department - Section 13 results	Yes	
5 November 2024		

Annual review of Custodian + contract renewal options	Yes	Presented at 10 December 2024 meeting
Annual review of Adviser + contract renewal options	Yes	
Cyclical Planned Work	Achieved	Comments
5 November 2024 (cont'd)		
Annual review of Actuary +contract renewal options	Yes	
Review of Governance Policy	Yes	
Whistleblowing Annual Assessment/Breaching of Law Policy	Yes	
Risk Register Review	Yes	
Overpayment policy following Death	Yes	
Communications Strategy 2024-27	Yes	
Pension Fund Charging Review	Yes	Presented at 10 December 2024 meeting (included with administration Strategy Review)
Pensions Administration Strategy Review	Yes	Presented at 10 December 2024 meeting
10 December 24		
Overall Monitoring Report on Pension Fund to end of Sep 24 - UBS – UK Property Manager to attend	Yes	
TCFD Report 2023/24	Yes	
Local Pension Board Annual Report 31 March 2024	No	Issues with timings of AGM /sickness. Meeting dates reviewed
Non-Cyclical Planned Work	Achieved	Comments
Investment Strategy Update – Equity portfolio		Included in the work plan but with no specified date
18 March 25		
Overall Monitoring Report on Pension Fund to end of Dec 24 - Stafford – Infrastructure manager to attend	Yes	
Annual review of Fund Managers Voting & Engagement	Yes	
Pensions Administration Budget 2025/26	No	Anticipated for June 2025 meeting
Non-Cyclical Planned Work	Achieved	Comments
New Employer Admissions Process Review		

PENSION COMMITTEE MEETINGS 2024/25

ANNEX A

Date	Good Governance Framework category		Topic	Attended By	Duration of meeting
25 Jun 24	Investment	Monitoring of Investments	Noted the Pension Fund Performance Monitoring Report for quarter ending March 2024: received presentations from the Fund's bonds manager : Royal London	Cllr Mandy Anderson (Chair) Cllr Viddy Persaud Cllr Joshua Chapman Cllr Jacqueline Williams Cllr Stephanie Nunn (Vice-Chair)	2 hours 10 minutes
	Governance	Annual Report & Accounts	Noted Pension Fund Accounts 2023/24		
	Governance	Budget Setting	Agreed the Pensions Administration Budget 2024/25		
	Governance	Policies/Strategies	Agreed review of the Funds Admission policy		
	Funding	New Employer	Agreed Admission to the fund: <ul style="list-style-type: none"> • CleanTEC Services Limited – cleaning services to Elm Park School • Aspens Services Limited – catering services to Empower Learning Academy Trust 		
	Governance	Business Planning/Service Delivery	Agreed the rolling 2024/25 – 2026/27 Business Plan/ Annual Report on the work of the Pensions Committee for 2023/24		
1 Oct 24	Investment	Monitoring of Investments	Noted the Pension Fund Performance Monitoring Report for quarter ending 30 June 2024: received presentations from the Fund's Passive Equity Manager: Legal & General	Cllr Stephanie Nunn (Chair) Cllr Viddy Persaud Cllr Jacqueline Williams	1 hour 30 minutes
	Funding	Actuarial Valuations	Noted the results of Public Services Pensions Act 2013 – Section 13 report		

PENSION COMMITTEE MEETINGS 2024/25

ANNEX A

Date	Good Governance Framework category		Topic	Attended By	Duration of meeting
5 Nov 24	Governance	Review of Effectiveness	Noted Annual review of Actuary for the year ending 30 Sept 2024 and agreed contract extension to June 2026 and agreed to commence tendering for new contract via the National Framework	Cllr Mandy Anderson (Chair) Cllr Viddy Persaud Cllr Jacqueline Williams Cllr James Glass Cllr Robby Misir (sub for Cllr Nunn)	1 hour 30 minutes
	Governance	Review of Effectiveness	Noted Annual review of Investment Consultant & agreed to commence tendering for new contract via the National Framework		
	Governance	Governance Compliance Statement	Agreed Governance Policy & Compliance Statement following review		
	Governance	Annual Report & Accounts	Agreed the Pension Fund Annual Report 31 March 2024 and noted compliance against checklist		
	Governance	Breaches	Agreed the policy for reporting breaches of law and noted there were no breaches		
	Pension Administration	Communication Strategy	Agreed the Communications Policy 2024 to 2027		
	Governance	Risk Management	Approved the updated Pension Fund Risk Register – updated as of Nov 2024		
	Pension Administration	Processes	Agreed the continuation of the overpayment policy following death of a pensioner		
10 Dec 24	Investment	Monitoring of Investments	Noted the Pension Fund Performance Monitoring Report for quarter ending 30 September 2024: received presentations from the Fund’s UK Property Manager: UBS	Cllr Mandy Anderson (Chair) Cllr Viddy Persaud Cllr Joshua Chapman Cllr Jacqueline Williams	2 hours 20 minutes

PENSION COMMITTEE MEETINGS 2024/25

ANNEX A

Date	Good Governance Framework category		Topic	Attended By	Duration of meeting
	Governance	Review of Effectiveness	Noted Service review of the Pension Fund Custodian for the year to September 2024 & agreed to commence tendering for new contract via the National Framework		
	Investment	Performance	Agreed the Taskforce on Climate Related Financial Disclosure report for the year ending 31 March 2024		
	Pension Administration	Administration Strategy	Agreed the Pensions Administration Strategy Charging Policy for 3 years to 2027		
18 Mar 25	Investment	Monitoring of Investments	Noted the Pension Fund Performance Monitoring Report for quarter ending 31 December 2024: received presentations from the Fund's Infrastructure Manager: Stafford	Cllr Stephanie Nunn (Chair) Cllr Stanton (sub for Cllr Anderson) Cllr Jacqueline Williams Cllr Dilip Patel (sub for Cllr Persaud)	1 hour 45 minutes
	Pension Administration Investment	New Employer Responsible Investment	Agreed the change to the admissions process for new employers Noted the Review of Voting & Engagement Activity for the year to June 24		

- Three members constitute a quorum.
- Target dates for issuing agendas were met.

Pension Committee meetings 2025/26 and onwards

To assist members to make effective decisions, the Business Plan sets out an indicative timetable for reports to be submitted to the committee which will cover cyclical reports, as shown in **Annex B**.

In addition to the annual cyclical work programme there are a number of key issues that are likely to be considered by the Pensions Committee in the coming year and beyond and will be added to the meeting cycle as appropriate and are set out below:

- Restate investment beliefs [Q3, 2025]
- Continued development/monitoring and implementation of Climate Risk Policy
- Develop and implement approach for climate related engagement, in conjunction with LCIV
- Task Force on Climate Related Financial Disclosures (TCFD) reporting compliance/gap analysis (subject to regulatory publications)
- Implementation of the long-term Investment strategy
- Consider Local investment agenda (ongoing considerations at present)
- Potential consideration of Private Equity investment (consider alongside local investment)
- London CIV Pooling progression/Continued consideration of transfer of assets to the London CIV (particularly Multi Asset Credit, Index linked assets)
- Consideration of reallocating into Private Debt/Infrastructure close ended funds and review Phase 2 implementation of property strategy within LCIV
- Governance review of London CIV
- Planning for SAB Good Governance guidance compliance - once guidance is issued
- TPR New Code of Practice compliance check – develop action plan
- New training policy to reflect Good Governance and TPR compliance
- New contract – Actuary (current contract expires 30 June 2026)
- New contract – Investment Advisor (current contract expires 31 March 2026)
- New contract – Custodial Services (current contract expires 30 September 2026)
- Administration issues i.e. ongoing work associated with the McCloud ruling – readiness for Pensions Dashboard
- Covenant Risk Review
- SAB developments
- Consideration of LGPS Regulation changes and consequential policy, as applicable
- Topical issues discussed as appropriate
- Continued training and development (include training programme following Local Elections May 2026)

• KEY REPORTING DATES / INDICATIVE WORK PLAN 2025/26

ANNEX B

	JUNE 2025	SEPTEMBER 2025	NOVEMBER 2025	DECEMBER 2025	MARCH 2026
Formal Committees with Members	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of March 25: Russell (FX hedging) ▪ Business Plan/Report on the work of the Pensions Committee 2024/25 ▪ Pension Fund Accounts 2024/25 ▪ Pensions Administration Budget 25/26 	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of June 25 – JP Morgan (Infrastructure) ▪ Pension Fund Annual Report for 2024/25 	<ul style="list-style-type: none"> ▪ Annual review of Custodian ▪ Annual review of Actuary ▪ Annual review of Adviser ▪ Review of Governance Policy ▪ Risk Register Review ▪ FSS Statement ▪ Summary of new employer admissions report 	<ul style="list-style-type: none"> Overall Monitoring Report on Pension Fund to end of Sep 25: Churchill (Private Debt) ▪ TCFD report 2024/25 ▪ Local Pension Board Annual Report 31 March 25 ▪ 2025 Valuation results ▪ Investment Review ▪ ISS Statement 	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of Dec 25: LCIV (Pooling) ▪ Annual review of Fund Managers Voting & Engagement ▪ Business Plan/Report on the work of the Pensions Committee 2025/26
Training	Associated Training	Associated Training	Associated Training	Associated Training	Associated Training

KEY REPORTING DATES / WORK PLAN 2026/27

	JUNE 2026	SEPTEMBER 2026	NOVEMBER 2026	DECEMBER 2026	MARCH 2027
Formal Committees with Members	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of March 26: CBRE (Property) ▪ Pension Fund Accounts 2025/26 ▪ Summary of new employer admissions report 2026/27 ▪ Pensions Administration Budget 26/27 	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of June 26 – Royal London (Bonds) ▪ Pension Fund Annual Report for 2025/26 	<ul style="list-style-type: none"> ▪ Annual review of Custodian ▪ Annual review of Actuary ▪ Annual review of Adviser ▪ Review of Governance Policy ▪ Risk Register Review 	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of September 26 Permira (Private Debt) ▪ Annual review of Fund Managers Voting & Engagement ▪ TCFD report 2025/26 ▪ Local Pension Board Annual Report 31 March 26 ▪ Triennial mid-point valuation (as at Sep 26) 	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of December 26: Stafford (Infrastructure)
Training	Associated Training	Associated Training	Associated Training	Associated Training	Associated Training

KEY REPORTING DATES / WORK PLAN 2027/28

	JUNE 2027	SEPTEMBER 2027	NOVEMBER 2027	DECEMBER 2027	MARCH 2028
Formal Committees with Members	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of March 27: LGIM (Passive equity) ▪ Business Plan/Report on the work of the Pensions Committee 2026/27 ▪ Pension Fund Accounts 2026/27 ▪ Pensions Administration Budget 27/28 ▪ Summary of new employer admissions report 2026/27 	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of June 27 – UBS (UK Property) (Bonds) ▪ Pension Fund Annual Report for 2026/27 	<ul style="list-style-type: none"> ▪ Annual review of Custodian ▪ Annual review of Adviser ▪ Annual review of Actuary ▪ Review of Governance Policy ▪ Risk Register Review ▪ Cash Policy Review ▪ Overpayment policy following Death ▪ Pensions Administration Strategy ▪ Charging Policy 	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of September 27 JP Morgan (Infrastructure) • GAD Section 13 Results • Annual review of Fund Managers Voting & Engagement ▪ TCFD report 2026/27 ▪ Local Pension Board Annual Report 31 March 27 	<ul style="list-style-type: none"> ▪ Overall Monitoring Report on Pension Fund to end of December 26: Churchill (Private Debt) ▪ Pensions Administration Budget 28/29
Training	Associated Training	Associated Training	Associated Training	Associated Training	Associated Training

PROVISION OF TRAINING

The Pensions Regulator new single Code of Practice came into force on 28 March 2024 and includes a requirement for members of the Pension Committee (PC)/Local Pension Board (LPB) to demonstrate that they have an appropriate degree of knowledge and understanding to enable them to properly exercise their functions as a member of the Committee/LPB.

A joint training strategy for the PC/LPB was last agreed by the Pensions Committee on the 24 November 2015 and presented to the Local Pension Board at its meeting on the 6 January 2016. A Training Strategy review had been deferred pending issuance of guidance/regulations for the anticipated Good Governance Review and TPR New Code of Practice. The Code of Practice has now been issued and officers are in the process of reviewing compliance against the new code and will commence with a Training Strategy review during 2025/26.

The PC of the London Borough of Havering Pension Fund fully supports the intentions behind CIPFA's Knowledge and Skills Code of Practice and has agreed to formally adopt its principles. The updated June 2021 Knowledge and Skills framework for committee members was adopted as part of the training programme following the Local Borough elections in May 2022.

As set out in the Council's constitution committee procedure rules, a member appointed to the PC shall have received, or shall within six months of appointment receive, training appropriate to its membership. If a member does not undertake the required training within six months of appointment, then that member shall not partake in the decision making of the Committee until their training has been completed. The completion of the LOLA v1 modules was deemed to meet these criteria. Long membership of the committee is also encouraged in order to ensure that expertise is developed and maintained within. The Council recommend that the membership of the Pension Committee remain static for the life of the term in Council, unless exceptional circumstances require a change.

Maintaining expertise, experience and knowledge is a key focus for the committee in order to meet the "qualitative test" under Markets in Financial Instrument Directive (MiFID 11). Firms will undertake an assessment of the expertise, experience and knowledge of the local authority and its pension fund committee in order to be reasonably assured that they are capable of making their own investment decisions and have an understanding of the risks involved before a firm will permit election to professional status. All requests for election have been granted for existing investment service providers.

A training budget has been agreed for the provision of training for £10,000 but this will be re-evaluated as appropriate. Training costs will be met from the Pension Fund.

The majority of training and development is cyclical in nature, spanning the four-year membership of the PC. Associated training and development will be given when required and linked to the Pension Fund meeting cyclical coverage as shown in **Annex B**.

In addition to the cyclical training and development that the PC will have over the lifetime of their membership, training will be provided in the areas where it has been specifically requested or has been identified as required. Special PC meetings will be arranged from time to time to discuss matters as appropriate

Members receive briefings and advice from the Fund's Investment adviser at each Committee meeting.

Members and Officers also attend seminars arranged by Fund Managers or other third parties who specialise in public sector pensions.

The Fund is a member of the CIPFA Pensions network, which gives access to an extensive programme of events, training/workshops, newsletters and documentation, including briefing notes on the latest topical issues.

The Head of Pensions and Treasury, Projects and Contracts Manager, Pension Fund Manager (Finance) and /or Accountant also attends regular forum meetings with peers from other London Boroughs; this gives access to extensive opportunities of knowledge sharing and benchmarking data.

Officers within oneSource Pensions teams also benefited from sharing of best practice

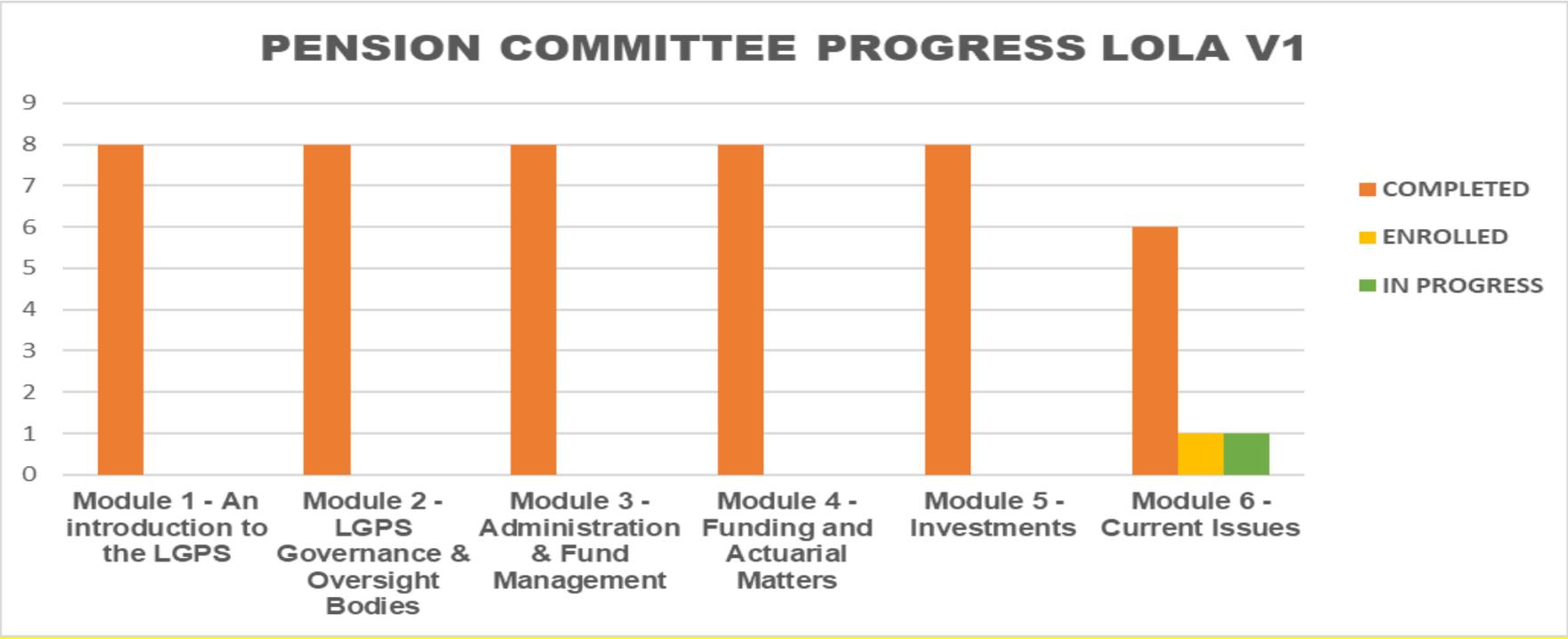
The London CIV runs periodic seminars to aid Officer and Committee member development.

The Pensions Regulator has launched an e-learning programme and this is available for members of the PC and LPB to use.

The Fund has also subscribed to the LGPS Online Learning Academy (LOLA) launched by our Actuaries (Hymans). There were issuances of learning modules under version 1 (v1) and version 2 (v2). This is an online platform designed to support the training needs of PC, LPB and Officers. The training is split into a number of modules covering the CIPFA Knowledge & Skills Framework and TPR's Code of Practices. Each module contains short 'videos on demand' presentations of 20 minutes or less with supplemental learning materials and quizzes. PC members were requested to complete LOLA v1 modules to meet the Council's constitution committee procedure rules.

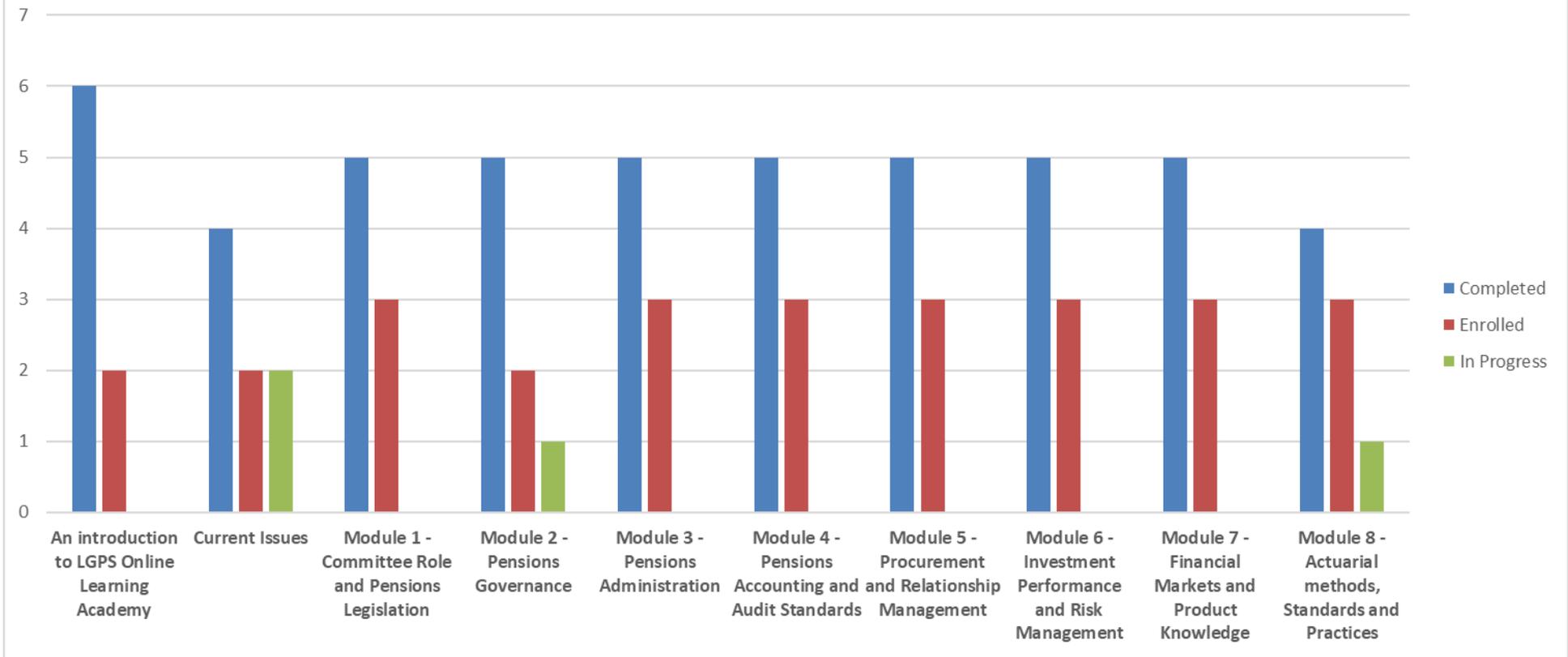
The Fund receives regular progress reports, allowing it to easily evidence member's development and progress as at 31 March 2025 can be seen in the tables that follows:

:



The fund transitioned to the LOLA v2 module in October 2023 and the PC are encouraged to refresh their learning by completing the modules under version 2. Progress made as at **31 March 2025** can be seen in the following table:

Pensions Committee Progress LOLA v2



Training and development took place during 2024/25 to ensure that Members of the Committee were fully briefed in the decisions they were taking. Training logs are maintained and attendance and coverage can be found in **Annex C below**. Training will be recorded following the May 2022 elections to demonstrate continuous development and training during their full term of elected office on the PC. This is in addition to the LOLA modules.

PENSION COMMITTEE TRAINING (May 2022 Election - 31 March 2025)					Annex C
Date	Good Governance/CIPFA Framework category		Topic	Attended By	Duration
23 Jun 2022	ALL	ALL	Introduction to Pensions	Cllr Mandy Anderson (Chair)	1 hour
11 Jul 2022	ALL	Financial/ Investment Strategy, pooling & Financial Mkts & products	LCIV Induction for new Pension Committee Chairs	Cllr Mandy Anderson (Chair)	1 hour
19 Jul 2022	ALL	ALL	New Pension Committee induction	Cllr Mandy Anderson (Chair) Cllr Dilip Patel Cllr Viddy Persaud Cllr Julie Wilkes Cllr Philip Ruck Cllr Matthew Stanton	1 hour 30 minutes
5/6 Sept 2022	Investment	Strategy Implementation – Asset pooling	LCIV Annual Strategy Conference	Cllr Mandy Anderson (Chair) Derek Scott (Union Rep)	12 hours
20 Oct 2022	Governance	Governance	LGA Fundamentals Day 1	Cllr Mandy Anderson (Chair)	7 hours
10 Nov 2022	Governance	Strategy Implementation – Asset pooling	LGA Fundamentals Day 2	Cllr Mandy Anderson (Chair)	7 Hours
5 Dec 2022	Funding	Funding Strategy &	2022 Valuation results	Cllr Julie Wilkes Cllr Viddy Persaud	2 hours

PENSION COMMITTEE TRAINING (May 2022 Election - 31 March 2025)

Annex C

Date	Good Governance/CIPFA Framework category		Topic	Attended By	Duration
		Actuarial Methods		Derek Scott (Union Rep)	
15 Dec 2022	ALL	ALL	New member induction	Cllr James Glass	1 hour
19/20 Jan 2023	Governance	ALL	Local Government Conference 2023	Cllr Mandy Anderson (Chair) Derek Scott (Union Rep)	12 hours
6 Mar 2023	Investment	Strategy Implementation, Risk management	Education session on Climate Metrics	Cllr Mandy Anderson (Chair) Cllr Philip Ruck Cllr Viddy Persaud Cllr Stephanie Nunn Derek Scott (Union Rep)	1 hour
17 Jul 2023	ALL	ALL	New member induction	Cllr Joshua Chapman	1 hour
18 Jul 2023	Governance	Investment Strategy, Pooling	LCIV AGM	Cllr Mandy Anderson Cllr Viddy Persaud	2 hours
25 Jul 23	Governance	Management accounting	Havering Pension Fund Accounts 2022/23	Cllr Mandy Anderson (Chair) Cllr Philip Ruck Cllr Viddy Persaud Cllr Dilip Patel Cllr James Glass Cllr Joshua Chapman Derek Scott (Union Rep)	30 minutes
4/5 Sep 23	Governance / Investment	Strategy Implementation – Asset pooling	LCIV Conference	Cllr Mandy Anderson (Chair) Cllr James Glass	12 hours
12 Sep 23	Investment	Financial markets and Products	Corporate Bonds/LCIV Global Bond Fund	Cllr Mandy Anderson (Chair) Cllr Viddy Persaud Cllr James Glass	50 minutes

PENSION COMMITTEE TRAINING (May 2022 Election - 31 March 2025)

Annex C

Date	Good Governance/CIPFA Framework category		Topic	Attended By	Duration
17 Oct 2023	ALL	ALL	New member induction	Cllr Jacqueline Williams	1 hour
27 Mar 24	Investment	Strategy Implementation, Risk management	Climate Policy workshop	Cllr Mandy Anderson (Chair) Cllr Jacqueline Williams	2 hours 45 minutes
2023/24 Committee dates	ALL	ALL	Various – refer to Annex A	Pensions Committee	9 hours 15 minutes
25 Jun 24	Governance	Management accounting	Havering Pension Fund Accounts 2023/24	Cllr Mandy Anderson (Chair) Cllr Stephanie Nunn Cllr Jacqueline Williams Cllr Joshua Chapman	30 minutes
31 Oct 24	ALL	ALL	New member induction	Cllr Robby Misir	1 hour
Annex A 2024/25 Committee dates	ALL	ALL	Various – refer to Annex A	Pensions Committee	9 hours 15 minutes