



Firefighters' Pension
Schemes
(1992, 2006, 2015)

Reporting Breaches of the Law to
the Pensions Regulator Policy
2019

1. Introduction

- 1.1 This is the Reporting Breaches of the Law to the Pension Regulator Policy in relation to the Firefighters' Pension Schemes 1992, 2006 and 2015.
- 1.2 In April 2015 the Pensions Regulator (the Regulator) published its Code of Practice no 14 (the Code) Governance and administration of public service pension schemes. The code refers both to statutory duty as well as advisory and practitioners have a duty to follow the code in reporting breaches of the law.
- 1.3 There are many and various laws relating to Public Service Pension Schemes, with many and various people having a statutory duty to report material breaches of the law to the Regulator. To assist, the Code states that a procedure should be established to ensure that those with a responsibility to make reports are able to meet their legal obligations. This document is that procedure, which relates to all areas of operation.

2. Policy Objectives

- 2.1 The objectives related to this policy are as follows:
 - To have robust governance arrangements in place, to facilitate informed decision making, supported by appropriate advice, policies and strategies; and
 - Ensure members have the appropriate skills and receive training to ensure those skills are maintained in a changing environment.

3. Purpose of the policy

- 3.1 The purpose of the policy is to –
 - Ensure individuals have the correct understanding and necessary skills to be able to identify and report breaches as they arise;
 - Ensure that members are given appropriate information in order to understand the consequences of a breach; and
 - Ensure adequate procedures are in place to fully comply with the Code of Practice.

4. Effective date

- 4.1 This policy was reviewed by the Local Pension Board on 11 March 2019, approved by the Scheme Manager on 11 March 2019 and became effective from 11 March 2019.

5. Review

- 5.1 This policy is expected to be appropriate for the long-term but it will be reviewed every 2 years to ensure it remains accurate and relevant.

6. Scope

- 6.1 The policy applies to:
 - Administrators (LGSS Pensions) of the Firefighters' Pension Scheme
 - Members of the Local Pension Board
 - Advisors to the Scheme Manager
 - The Scheme Manager

7. Legal Requirements

7.1 Individuals (as identified in section 6) are required to report breaches of the law to the Regulator where they have reasonable cause to believe that:

- a legal duty which is relevant to the administration of the scheme has not been, or is not being, complied with; and
- the failure to comply is likely to be of material significance to the Regulator in the exercise of any of its functions.

8. Reasonable Cause

8.1 Having 'reasonable cause' to believe that a breach has occurred means more than merely having a suspicion that cannot be substantiated.

8.2 Checks need to be made in order to ensure a breach has occurred and that the report is not made on suspicion alone. If an individual does not feel they can be 100% certain of a breach it would be prudent to discuss the case with a senior colleague or advisor, however if the suspicion is around theft, fraud or other serious offences where discussions may alert the those implicated or impede the actions of the police or a regulatory authority, the reporter should go to the Regulator directly and at the earliest opportunity.

8.3 In establishing whether there is reasonable cause to believe that a breach has occurred, it is not necessary for a reporter to gather all the evidence which the Regulator may require before taking legal action particularly if it is a significantly material breach. A delay in reporting may exacerbate or increase the risk of the breach.

8.4 If the reporter is unclear about the relevant legal provision, they should clarify their understanding of the law to the extent necessary to form a view.

9. Material Significance

9.1 In deciding whether a breach is likely to be of material significance to the Regulator, it would be advisable for the reporter to consider the:

- cause of the breach - e.g. dishonesty, poor governance, incomplete or inaccurate information, acting or failing to act in contravention of the law;
- effect of the breach - does the nature of the breach lead to an increased likelihood of further material breaches. Is it likely to cause, for example; ineffective internal controls, lack of knowledge and understanding, inaccurate records, potential for further breaches occurring;
- reaction to the breach - e.g. taking prompt and effective action to resolve a breach, notifying scheme members where appropriate; and
- the wider implications of the breach - e.g. where a breach has occurred due to lack of knowledge or poor systems and processes making it more likely that other breaches will emerge in the future.

9.2 When deciding whether to report, those responsible should consider these points together. Those reporting the breach should take into account expert or professional advice, where appropriate, when deciding whether the breach is likely to be of material significance to the Regulator.

9.3 When deciding whether a breach is of material significance, those responsible should consider other reported and unreported breaches of which they are aware. However, historical information should be considered with care, particularly if changes have been made to address previously identified problems.

9.4 The decision tree provides a “traffic light” system of categorising an identified breach:

Green – not caused by dishonesty, poor governance or a deliberate contravention of the law and its effect is not significant and a plan is in place to rectify the situation. In such cases the breach may not be reported to the Regulator, but should be recorded in a breaches log;

Amber – does not fall easily into either green or red and requires further investigation in order to determine what action to take. Consideration of other recorded breaches may also be relevant in determining the most appropriate course of action. Officers of LGSS Pensions in conjunction with the Scheme Manager will need to decide whether to informally alert the Regulator of the breach or likely breach, formally reporting the breach if it is subsequently decided to categorise the breach as red;

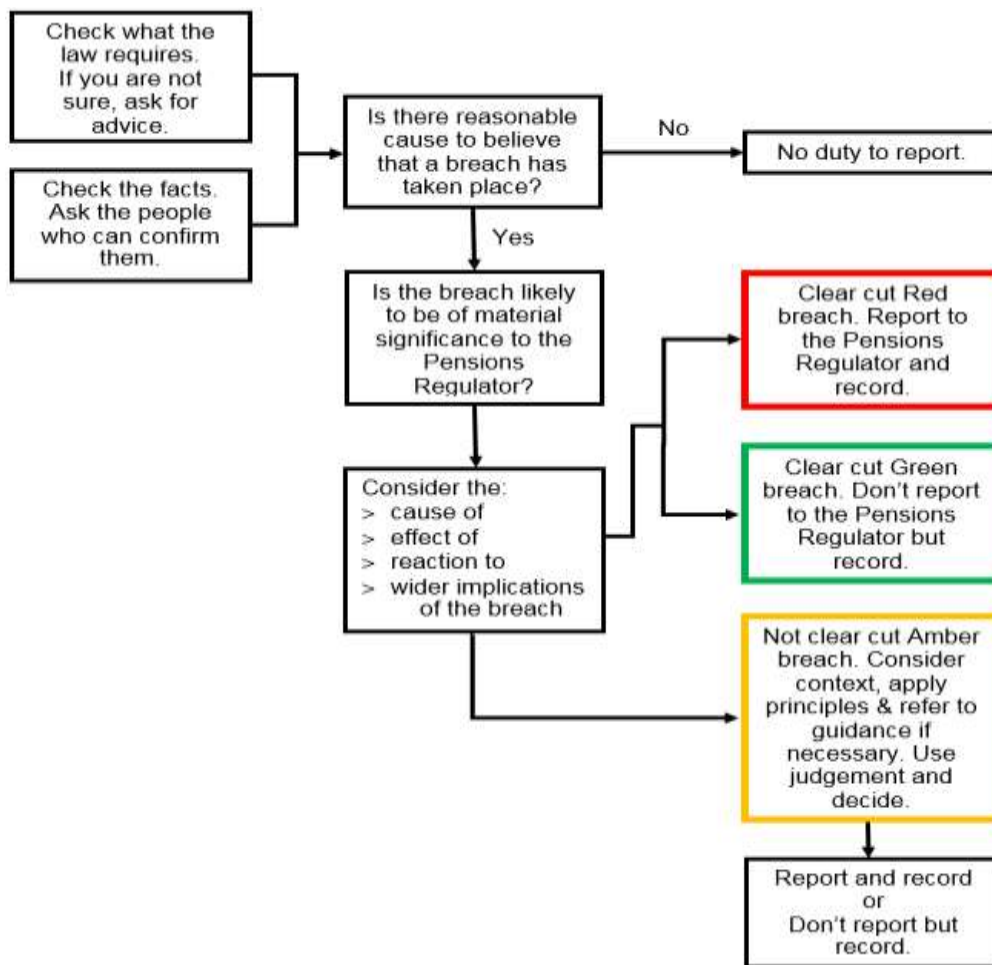
Red - caused by dishonesty, poor governance or a deliberate contravention of the law and having a significant impact, even where a plan is in place to rectify the situation. Officers of LGSS Pensions in conjunction with the Scheme Manager must report all such breaches to the Regulator in all cases;

It should be noted that failure to report a significant breach or likely breach is likely, in itself, to be a significant breach.

9.5 Officers of LGSS Pensions in conjunction with the Scheme Manager will use the Pension Regulator’s decision tree as a means of identifying whether any breach is to be considered as materially significant and to report to the Pensions Regulator.

9.6 Once a breach or likely breach has been identified, regardless of whether it needs to be reported to the Regulator, the LGSS Pensions Governance and Regulations Manager, in consultation with the Head of LGSS Pensions and the Scheme Manager must review the circumstances of the breach in order to understand why it occurred, the consequences of the breach and agree the corrective measures required to prevent re-occurrence, including an action plan where necessary.

9.7 Significant breaches must be reported to the Local Pension Board, with a full report to be submitted at the next available meeting for members.



9.8 Those reporting breaches need to take care to consider the effects of the breach, including any other breaches occurring as a result of the initial breach and the effects of those resulting breaches.

9.9 Where prompt and effective action is taken to investigate and correct the breach and its causes and, where appropriate, notify any affected members, the Pensions Regulator will not normally consider this to be materially significant.

9.10 A breach is likely to be of concern and material significance to the Pensions Regulator where a breach has been identified and those involved:

- do not take prompt and effective action to remedy the breach and identify and tackle its cause in order to minimise risk of recurrence;
- are not pursuing corrective action to a proper conclusion; and
- fail to notify affected scheme members where it would have been appropriate to do so.

10. Guidance on reporting a breach to the Pensions Regulator

10.1 Before submitting a report responsible officers should obtain clarification of the law around the suspected breach via an appropriate method. A judgement needs to be made on whether the Regulator would regard the breach as being material.

10.2 Some matters could be urgent, if for example a fraud is imminent, whilst others will be less so. Non-urgent but material breaches should be reported to the Regulator within 30 working days of them being confirmed, and in the same time breaches that are not material should be recorded.

10.3 Some breaches could be so serious that they must always be reported, for example a theft of funds by anyone involved with the administration or management. It is difficult to be definitive about what constitutes a breach that must always be reported, as a rule of thumb if a breach may lead to criminal prosecution or a serious loss in public confidence it is deemed that this type of breach that must always be reported.

10.4 Any report that is made (which must be in writing and made as soon as reasonably practicable) should be dated and include as a minimum:

- full name of the authority;
- description of the breach or breaches;
- any relevant dates;
- name of the Scheme Manager;
- name, position and contact details of the reporter; and
- role of the reporter in relation to the scheme.

Additional information that would assist the Pensions Regulator would include, the reason the breach is thought to be of material significance to the Regulator; the address of the authority; the pension scheme's registry number; and whether the concern has been reported before.

10.5 Urgent reports should be marked as such and draw attention to matters they consider particularly serious. They can precede a written report with a telephone call, if appropriate.

10.6 The individual reporting the breach should ensure they receive an acknowledgement for any report they send to the Regulator. Only when they receive an acknowledgement can the reporter be confident that the Regulator has received their report.

10.7 The Regulator will acknowledge all reports within five working days of receipt, however it will not generally keep a reporter informed of the steps taken in response to a report of a breach as there are restrictions on the information it can disclose. The reporter should provide further information or reports of further breaches if this may help the Regulator to exercise its functions. The Regulator may make contact to request further information.

10.8 Breaches should be reported as soon as reasonably practicable, which will depend on the circumstances. In particular, the time taken should reflect the seriousness of the suspected breach.

10.9 In cases of immediate risk, for instance, where there is any indication of dishonesty, the Regulator does not expect reporters to seek an explanation or to assess the effectiveness of proposed remedies. They should only make such immediate checks as are necessary. The more serious the potential breach and its consequences, the more urgently reporters should make these necessary checks. In cases of potential dishonesty the reporter should avoid, where possible, checks which might alert those implicated. In

serious cases, reporters should use the quickest means possible to alert the Regulator to the breach.

11. Process for reporting and recording material and non-material breaches.

11.1 The following table details the process for reporting material and non-material breaches –

Type of Breach	Timescale for reporting	Internal actions	Further actions
Urgent and Material	Responsible officer informs Head of LGSS Pensions. The Scheme Manager and the Monitoring Officer of the Office of the Police, Fire and Crime Commissioner is consulted and the breach is reported immediately to the Pensions Regulator.	LGSS Pensions to keep record of breach and investigate options to prevent further occurrence and liaise with the Pension Regulator where applicable to come to a satisfactory resolution. The scheme manager will be advised of the outcome.	These breaches must also be reported to the Local Pension Board, with a full report to be submitted at the next available meeting for members.
Non urgent and material	Responsible officer informs Head of LGSS Pensions. The Scheme Manager and the Monitoring Officer of the Office of the Police, Fire and Crime Commissioner is consulted and the breach is reported within 30 days to the Pensions Regulator.	LGSS Pensions to keep record of breach and investigate options to prevent further occurrence. The Scheme Manager will be advised of the outcome.	Report non urgent and material breaches at the next Local Pension Board meeting.
Immaterial	Responsible officer informs Head of LGSS Pensions within 30 days. The Scheme Manager and the Monitoring Officer of the Office of the Police, Fire and Crime Commissioner also to be consulted within 30 days.	LGSS Pensions to keep record of breach and investigate options to prevent further occurrence. The Scheme Manager will be advised of the outcome.	Report immaterial breach at next Local Pension Board meeting.

12. Whistle blowing protection and confidentiality

- 12.1 The Pensions Act 2004 makes clear that the statutory duty to report overrides any other duties a reporter may have such as confidentiality and that any such duty is not breached by making a report. The Regulator understands the potential impact of a report on relationships, for example, between an employee and their employer.
- 12.2 The statutory duty to report does not, however, override legal privilege. This means that oral and written communications between a professional legal adviser and their client, or a person representing that client, while obtaining legal advice, do not have to be disclosed. Where appropriate a legal adviser will be able to provide further information on this.
- 12.3 The Regulator will do its best to protect the identity of the individual reporting the breach (if desired) and will not disclose the information except where lawfully required to do so. It will take all reasonable steps to maintain confidentiality, but it cannot give any categorical assurances as the circumstances may mean that disclosure of the reporter's identity becomes unavoidable in law. This includes circumstances where the regulator is ordered by a court to disclose it.
- 12.4 The Employment Rights Act 1996 (ERA) provides protection for employees making a whistle blowing disclosure to the regulator. Consequently, where individuals employed by firms or another organisation having a statutory duty to report disagree with a decision not to report to the regulator, they may have protection under the ERA if they make an individual report in good faith. The Regulator expects such individual reports to be rare and confined to the most serious cases.

13. Contact details

- 13.1 The Pensions Regulator
Napier House
Trafalgar Place
Brighton
BN1 4DW
Tel – 0845 600 0707
E-mail – customersupport@tpr.gov.uk
- 13.2 Mark Whitby
Head of Pensions
One Angel Square
Angel Street
NN1 1ED
E-mail – pensions@northamptonshire.gov.uk
- 13.3 Darren Dovey
Chief Fire Officer (Scheme Manager)
Wootton Hall Park
Northampton
NN4 8BW

E-mail - enquiries@northantsfire.gov.uk

14. Further guidance

Section 70(1) and 70(2) of the Pensions Act 2004:
www.legislation.gov.uk/ukpga/2004/35/contents

Employment Rights Act 1996:
www.legislation.gov.uk/ukpga/1996/18/contents

Occupational and Personal Pension Schemes (Disclosure of Information) Regulations 2013 (Disclosure Regulations):
www.legislation.gov.uk/uksi/2013/2734/contents/made

The Firefighter's Pension Scheme Regulations:
<https://www.legislation.gov.uk/uksi/2014/2848/contents/made>

Public Service Pension Schemes Act 2013:
www.legislation.gov.uk/ukpga/2013/25/contents

The Pensions Regulator's Code of Practice:
<http://www.thepensionsregulator.gov.uk/doc-library/codes.aspx>

Appendix 1 – Examples of Scheme Disclosures

Any deadline not achieved under the Occupational and Personal Pension Schemes (Disclosure of Information) Regulations 2013 is classed as a breach of the law, it is the responsibility of Northants Fire and Rescue Service to assess whether these are likely to be of material significance to the Pensions Regulator.

The table below sets out some of the key disclosure requirements that schemes must satisfy so that they do not breach the disclosure regulations –

Information	Requirement
Provision of basic scheme information to a prospective member	Within one month of the scheme receiving their job holder information. If no such information has been received, within two months of them joining the scheme.
Benefit statements	Within two months of the request being received.
Provision of information on death of a member	Within two months of the scheme being notified of the death.
Rights and options to be provided to early leavers	Within 2 months after being notified by the member or their employer that active membership has ceased.

Appendix 2 – Other matters that are likely to be of material significance to the Pensions Regulator

The below table demonstrates matters that the Pension Regulator is likely to deem of material significance in regards to the Scheme Manager not meeting their statutory objectives –

Local Pension Board members not having the appropriate degree of knowledge and understanding, which may result in the Board not fulfilling its role, resulting in the scheme not being properly governed and administered.
Local Pension Board members having a conflict of interest, which may result in them being prejudiced in the way that they carry out their role.
Adequate internal controls not being established and operated, which may lead to the scheme not being run in accordance with the Regulations and other legal requirements, risks not being properly identified and managed.
Accurate information about benefits and Scheme administration not being provided to scheme members and others, which may result in members not being able to effectively plan or make decisions about their retirement.
Appropriate records not being maintained, which may result in member benefits being calculated incorrectly and/or not being paid to the right person at the right time.
Any other breach which may result in the scheme being poorly governed, managed or administered.