Norfolk Pension Fund

Date: **Tuesday 08 September 2026**

Time: **10:00am**

Venue: **Virtual via Teams**

Membership

Independent Chair

Robert Gould	Independent Chair

Employer Representatives

Sally Albrow	Norfolk County Council
Julie Brown	Broadland District Council (Apologies received)
Emma Krelle	Employer Rep - non-levying

Scheme Member representatives

Frances Crum	Active / Deferred member
Vacancy	Retired Member Representative
Robin Konieczny	Trade Union (Apologies received)

Also present:

Glenn Cossey	Director of the Norfolk Pension Fund
Eunice Walcott	Head of Governance and Compliance
Matthew Crane	Pension Services Manager (Technical Support and systems)
Jordan Mann	Business Support Officer (Governance Team)
Rachel Legg	Project and Policy Management Officer (Governance Team)
Madeleine Mitchell	Project and Policy Management Officer (Governance Team)
Clifford Sims	Independent Person (Apologies received)

1. Welcome and Introduction

1.1 Robert Gould was ratified as Chair of the Pension Oversight Board.

1.2 Board members introduced themselves to the new members.

2. Apologies

2.1 Apologies were received from Robin Konieczny, Julie Brown and Clifford Sims and accepted.

3. Minutes and Matters Arising

3.1 The minutes of the previous meeting were agreed as a true and accurate record.

3.2 There were no matters arising.

4. Declarations of Interest

4.1 None made.

5. Board Membership Update

5.1 Peter Baker (Retired Member representative) formally stepped down from the Board. The Board recorded its formal thanks for his service. A message of thanks has been sent to Peter Baker and Brian Wigg for their commitment and service to the Board and the Fund.

5.2 Recruitment to the Retired Member vacancy will be promoted in a future edition of Prime Time, to be published later in the year.

6. Items of Urgent Business

6.1 None received.

7. Pensions Committee

7.1 An update was provided on the previous Pension Committee (23 June) and the draft agenda items for the upcoming 15 September 2026 meeting were reviewed.

7.2 There were no queries raised.

8. LGPS Reform

8.1 An update on the governance, investment and pooling requirements arising from LGPS Fit for the Future reforms and statutory guidance was given.

8.2 Discussions took place on the requirement for LGPS to appoint LGPS Senior Officer, an Independent Person and undertake Independent Governance Reviews. The Fund will have to appoint an independent assessor to undertake the review in advance of the statutory deadline of 31 March 2028.

8.3 The Board noted The Pensions Regulator's developing approach to AI. The Fund will identify AI as a separate risk and review regularly.

9. Norfolk Pension Fund Quarterly Update

9.1 Performance against Pension Services KPIs remained strong.

9.2 The Board asked that its appreciated be conveyed to staff for maintaining a high standard of service.

10. Policy Update

10.1 An update on Pensions Dashboards was given. The Fund connected to the Dashboards Programme by the required deadline for LGPS funds. Good progress is being made to on-board remaining schemes by the deadline of 31 October 2026. User testing has successfully passed its beta stage.

11. Local Government Reorganisation (LGR)

11.1 The Government withdrew its previous decisions for Norfolk, Essex, Hampshire and Suffolk following legal advice. It is understood that the Government intends to review the position for these four areas (including Norfolk) and the further 14 areas in which LGR has been paused. Further information will be shared when available.

11.2 The LGR update item will remain on the Pensions Committee agenda for September. The work completed to date will support any future developments.

12. Operational Update: Access and Fairness / Access and Protection

12.1 MC provided an update on the Access and Fairness reforms.

12.2 The reforms aim to address historical pension inequalities by improving Survivor Benefits, recognising pre-April 1988 membership, and enhancing death grants by removing the age-75 cap.

12.3 The reforms also introduce measures that may have a positive impact on the gender pension pay gap through assumed pensionable pay during unpaid child-related leave and clarify rules for authorised unpaid leave, including optional contributions to maintain benefits.

12.4 Implementation involves significant data work, with a project underway to identify members and recalculate benefits by 1 January 2028.

12.5 The Fund’s software supplier has provided NFP with software updates that will assist with identifying members affected by the reforms.

13. Operational Communications Update

13.1 The findings of an independent external assessment of the Fund's communications approach were presented to the Board.

13.2 A refreshed external communications policy will set out high-level principles and meet the requirements set out under LGPS Regulation 2013 and update guidance from MHCLG

13.3 An internal communications strategy is also being developed, with SMART objectives focused on improving the employer and member journeys.

13.4 The policy and strategy will be finalised and shared with the Board and Pensions Committee before implementation.

14. Risk Management

14.1 The risk heat map reviewed at June 2026 Pensions Committee was presented to the Board highlighting both high risks and risk movement.

14.2 AI will be recorded as a separate risk on the risk register going forward.

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15. Internal Audit Reports

15.1 Internal Audit findings in relation to Payables – Transfers Out were presented to the Board. The overall audit opinion being “acceptable” The Board discussed the Fund's three year rolling internal audit programme and approach to maintain the Fund’s risk register.

16. Knowledge, Skills and Training

16.1 The Board discussed the enhanced training requirements under the LGPS Regulations and Statutory Guidance 2026, including the nine core areas of knowledge and expertise.

16.2 Board and Committee Members will continue to be supported through the provision of LGPS courses, seminars, conferences, meeting-based training and LOLA.

16.3 Training activity will be monitored and recorded. The Fund will participate in the National Knowledge Assessments exercise to establish a baseline and identify knowledge gaps.

17. Forward Work Programme

17.1 Ongoing priorities include

- TPR General Code compliance.
- Cyber security and data management.

17.2 The board considered other areas of interest for inclusion on the forward work programme.

17.3 An Overview of Pensions Dashbaords and the Annual Audit Plan and Report will be added to the Programme of topics scheduled for update and review.

18. Date of Next Meeting

18.1 The next Board meeting is scheduled for 10 November 2026.

18.2 The next Pensions Committee meeting is scheduled for 15 September 2026.