

Suffolk Pension Fund Business Plan 2025-26



SUFFOLK PENSION FUND COMMITTEE
BUSINESS PLAN 2025/26

Introduction

1. The Local Government Pension Scheme (LGPS) provides pension benefits for certain employees within local government. It is governed by statute and the statutory responsibility for regulating the scheme lies with the Minister of State at the Ministry of Housing, Communities and Local Government.
2. The Suffolk LGPS Pension Fund is administered by Suffolk County Council with the statutory responsibilities for the scheme fulfilled by delegating the necessary powers to the Pension Fund Committee.
3. The Scheme is open to all County Council employees (except teachers, former NHS Public Health staff and fire fighters who have their own scheme), employees of the Suffolk district and borough councils and employees of certain other public bodies (known as scheduled bodies) within Suffolk.
4. Parish and Town Councils may decide by designation to allow their employees to join the Pension Fund. The regulations also permit the Pension Fund Committee to admit to the Fund certain other bodies which provide public services (known as admitted bodies).
5. All local government employees automatically become members of the scheme unless they choose to opt out.
6. The Business Plan sets out how the management of the Pension Fund Committee's responsibilities for the coming year will be met.

Objectives

7. The Fund's investment strategy seeks to optimise the long-term investment return, in line with the level of risk that is considered appropriate in the light of the funding strategy.
8. The Fund's funding strategy seeks to minimise the employer contributions that are required, subject to taking a prudent long-term approach to funding the liabilities of the Fund and ensuring that employer contribution rates are stabilised as far as possible.
9. The Fund's administration strategy seeks to deliver a high-quality service to the members of the scheme.

ACTION PLAN 2025/26

10. The key areas where action will be undertaken over the next 12 months are set out below:

Review of Strategic Asset Allocation and Investment Strategy

11. The Committee will review its strategic asset allocation and investment strategy (including Environmental, Social and Governance and responsible investment considerations), with the assistance of its investment advisors annually, taking into account, the expected future cashflows of the Fund.
12. The Committee will continue to monitor the progress of the ACCESS pool and continue to invest assets into the pool within sub funds created by the appointed operator.

Monitoring of Investment Performance

13. The Committee will continue to review the investment performance of the Fund as a whole and its investment managers on a quarterly basis and will review the annual performance at its meeting in July.
14. Improvements in performance monitoring will continue to be developed with Northern Trust, the appointed Custodian of the Fund, including the preparations for Taskforce on Climate-related Financial Disclosures (TCFD) and Taskforce on Nature-related Financial Disclosures (TNFD) reporting.

Actuarial Valuation

15. The Committee will continue to monitor the actuarial position of the Fund on a quarterly basis.
16. Completion of the Actuarial Valuation as at 31 March 2025 and contribution rates for all employers for the three years starting April 2026 will be agreed.

Governance

17. The Committee will review its overall governance arrangements for the management of the Suffolk Pension Fund in line with the Pensions Regulator General Code of Practice and the outcome of the Government's Pensions Investment Review.
18. The Committee will continue to work with the ACCESS Joint Committee to develop the pool to ensure the expectations of the Government's reforms and those of individual Funds are met.
19. The Committee will consider its training requirements and will set a training programme to ensure Pension Fund Committee members (and officers) continue to enhance their knowledge of the Pension Fund and investments. This will be considered in light of any further requirements for training included in future LGPS regulations or guidance.

20. The Committee will keep the Fund's risk register under review.

Reporting and Communication

21. The Committee will report on performance to the Fund employers in October 2025. The Committee will also publish the Fund's Annual Report and Accounts for 2024/25 in September 2025.
22. The Committee will develop further its reporting on Environmental, Social and Governance issues and commence annual monitoring of the delivery of the Net Zero commitment for the Fund.
23. The Fund will progress the submission to become a signatory of the stewardship code.

Administration

24. Complete the project to connect to the Pensions Dashboard by October 2025 and monitor compliance with standards in preparation for the Pensions Dashboard being made available to the public in 2026.
25. Payment of Pensions and the production of annual benefit statements for members will be completed on time.
26. Continue to reduce the number of undecided leavers.
27. Continue the work required for the McCloud remedy, meeting the timescales set by Government.
28. Continue the rollout of I-Connect software to facilitate monthly transfer of data from employers.
29. Continue to develop the website for the Suffolk Pension Fund and communication opportunities with scheme members.
30. Continue to develop the staff, implement digital solutions to streamline processes and encourage members to sign up to Engage Member Self Service.
31. Recommence work on the HMRC figures for Guaranteed Minimum Pensions (GMP). These are being reviewed and any adjustments to benefits will be made during the year.
32. The Committee will review the value for money of the Fund's operations by benchmarking costs and by monitoring service performance against agreed performance targets.

Review

33. The Committee will review progress against the Business Plan on at least an annual basis, with the next scheduled review at the Committee's February or March 2026 meeting.