

Meeting: LPB Effectiveness Committee

Date: 14 July 2026

Agenda item 6: Local Pension Board Membership, Structure and Meeting Arrangements

Introduction

1. This report presents an analysis of 34 responses received from Local Pension Board (LPB) Chairs to a survey examining LPB membership, governance structures and meeting arrangement
2. The survey results demonstrate a high degree of consistency in LPB arrangements across the sector. Quarterly meetings are the established norm, scheme manager engagement is generally strong, and trade union representatives remain the most common form of member representation. However, there is significant variation in chairing arrangements, reflecting local governance preferences.
3. Questions 4–6 allowed respondents to select multiple answers and included an 'Other' option, with the opportunity to provide additional details.

Key messages

- LPB structures are broadly consistent across the sector despite variation in chairing models.
- Trade union representatives play a central role in member representation.
- Senior Leadership Teams remain the predominant source of employer representatives.
- Independent chair arrangements are the exception rather than the norm.
- Scheme manager engagement is generally high across responding authorities.
- The survey demonstrates a strong preference for quarterly governance and oversight arrangements.

Survey Responses

Responses to question: What is the role/type of Chair for your Local Pension Board?

4. Employer-led chairs were the most common LPB chairing model, while a range of other approaches were also reported. These included independent chairs, rotational employer/member arrangements and member-led models. A number of FRAs reported senior fire service officers, such as Assistant/Deputy Chief Fire Officers or Chief Fire

Officers, acting as chair, highlighting the variety of governance structures currently in place.

Chair Model	Number	Percentage
Employer-led	11	32.4%
Member-led	3	8.8%
Independent Chair	4	11.8%
Rotational employer/member	4	11.8%
Elected Councillor	2	5.9%
Scheme Manager	2	5.9%
Other: Assistant/Deputy Chief Fire Officer	5	14.7%
Other: Chief Fire Officer	2	5.9%
Other: Director of Response	1	2.9%

Responses to question: Who do you have as member representatives on the Board?

- Trade Union representatives were the most common form of member representation on Local Pension Boards, with over four-fifths of respondents selecting this option. Just over half of respondents also reported advertising opportunities to scheme members, while a smaller number used other arrangements, including pensioner or retired member representatives, pension team members and other local approaches

Representation Type	Number	Percentage
Advertised to scheme members	18	52.9%
Trade Union representatives	28	82.4%
Other: Pensioner/retired members	5	14.7%
Other: Pension Team	2	5.9%
Other: Miscellaneous	4	11.8%

Responses to question: Who do you have as employer representatives on the Board?

- Senior Leadership Team representatives were the most common employer representatives on Local Pension Boards. Finance leads, elected members and HR leads were also represented on a number of Boards, with a smaller number of respondents reporting other arrangements, including administrators, Commissioner representatives and legal representatives.

Representation Type	Number	Percentage
Senior Leadership Team representation	25	73.5%
Finance lead representation	11	32.4%
HR lead	8	23.5%
Elected members	11	32.4%
Other: Miscellaneous (including administrators, Commissioner representatives and legal representatives)	4	11.8%

Responses to question: How frequently does your LPB meet?

7. Quarterly meetings are the preferred governance model, used by over 90% of respondents.

Frequency	Number	Percentage
Quarterly (including formal quarterly)	31	91.2%
Three times per year	1	2.9%
Twice per year	1	2.9%
Bi-monthly	1	2.9%

Responses to question: How frequently does your scheme manager attend LPB meetings?

8. 27 authorities (79.4%) reported that the scheme manager always or often attends LPB meetings. Only 3 authorities (8.8%) reported that the scheme manager never attends.

Scheme Manager Attendance	Number	Percentage
Always	22	64.7%
Often	5	14.7%
Rarely	4	11.8%
Never	3	8.8%