Brent	**Brent Pension Fund Sub-Committee** 7 October 2026
	Report from the Corporate Director, Finance and Resources

Appointment of an Independent Person and LGPS Senior Officer for the Brent Pension Fund

Wards Affected:	All
Key or Non-Key Decision:	Not Applicable
Open or Part/Fully Exempt:	Open
List of Appendices:	None
Background Papers:	None
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1.0 Executive Summary

1.1 The purpose of this report is to outline the proposals to appoint an independent person to support the discharge of the Council's pensions functions in accordance with Regulation 53A of the LGPS Regulations 2013 and the relevant statutory guidance, and to provide an update on the requirement to appoint a LGPS Senior Officer.

2.0 Recommendation(s)

2.1 The Committee is asked to:

- Note the requirement under Regulation 53A of the Local Government Pension Scheme Regulations 2013 for administering authorities to appoint an Independent Person.

- To delegate authority to the Corporate Director, Finance and Resources, following consultation with the Chair of the Pension Fund Sub-Committee, to undertake the recruitment and selection process and appoint an Independent Person, in accordance with regulation 53A.

- To note the requirement under Regulation 53A of the Local Government Pension Scheme Regulations 2013 for the Council, as administering authority, to appoint an LGPS Senior Officer and that the appointment will be made in accordance with the Council's standing orders relating to staff and other constitutional and officer appointment arrangements.

3.0 Detail

3.1 Contribution to Borough Plan Priorities & Strategic Context

3.1.1 The work of the Pension Fund is critical in ensuring that it undertakes statutory functions on behalf of the Local Government Pension Scheme and complying with legislation and best practice. Efficient and effective performance and service delivery of the Pension Fund underpins all Borough Plan priorities.

4.0 Background

4.1 At the last meeting, the committee received an update on the Government's Fit for the Future reforms to the Local Government Pension Scheme (LGPS), following the laying of final regulations before Parliament on 21 May 2026, which came into force on 30 June 2026. Accompanying guidance on pooling, the investment strategy statement, and fund governance was published before the end of June.

4.2 Regulation 53A of the LGPS Regulations 2013 requires every administering authority to appoint an independent person to support the Pension Fund Sub-committee and LGPS senior officer by providing independent professional expertise and challenge across the Fund's investment, governance and administration functions.

The Role

4.3 The role covers all functions of the Pension Fund Sub-committee, including decisions on investment strategy, governance, administration and the role of the administering authority as a shareholder or client with its asset pool company.

4.4 The Independent Person's duties include but are not limited to:

- supporting and contributing to the development of all strategies for which the Pension Fund Sub-committee is responsible.

- scrutinising any advice given to the committee, whether from the pool or any other organisation or individual.

- monitoring and assessing performance against targets set in LGPS strategies, including administrative performance and the pool's implementation of the investment strategy, and helping monitor whether the collective pool oversight process is meeting the requirements of the administering authority.

- reviewing the committee's governance arrangements, including any action plans arising from Independent Governance Reviews.

- support the Committee's oversight of the Fund's risk management framework and provide challenge on the identification, management and reporting of key risks.

- provide independent support and advice to the LGPS Senior Officer and wider pensions team where functions have been delegated by the administering authority.

- contributing in any other way appropriate to the authority's LGPS functions

4.5 The Independent Person complements, and does not replace, the responsibilities of the Pension Fund Sub-Committee, Pension Board, Senior LGPS Officer or other governance functions.

4.6 In line with the statutory guidance, the Independent Person is expected to have one or more of the following qualifications or experience:

- Qualification from Pensions Management Institute (PMI) – the award in pension trusteeship, diploma in professional trusteeship, certificate in professional trusteeship, accreditation for professional trustees.

- Member of, and accredited by, the Association of Professional Pension Trustees (APPT).

- Significant experience of pensions.

4.7 The successful candidate will be appointed for an initial term of three years with the appointment reviewed after 1 year. To comply with Regulation 53A, the Fund is required to appoint an Independent Person by 31 December 2026. Officers propose to commence recruitment imminently and to ensure that an appointment is made within the required timescales, it is recommended to delegate authority to the Corporate Director, Finance and Resources, following consultation with the Chair of the Pension Fund Sub-Committee to appoint an Independent Person.

4.8 Failure to appoint an independent person by 31 December 2026 would constitute a breach of the LGPS Regulations 2013. These proposals are intended to mitigate governance and regulatory risks.

Senior LGPS Officer

4.9 Regulation 53A also requires the Council, as administering authority, to appoint a LGPS Senior Officer with senior responsibility across all pension functions of the authority. The appointment must be made by 31 December 2026.

4.10 The appointment of the Senior LGPS Officer is not a matter for determination by the Pension Fund Sub-Committee and will be progressed separately through the Council's appropriate constitutional and officer appointment arrangements. The approach to the appointment will be determined following consultation with the relevant officers to ensure that the arrangements reflect the requirements of the regulations and statutory guidance.

5.0 Stakeholder and ward member consultation and engagement

5.1 Not applicable.

6.0 Financial Considerations

6.1 The appointment of an Independent Person and LGPS Senior Officer are new statutory requirement arising from the Government's Fit for the Future reforms.

6.2 All costs associated with the appointments will be met from the Pension Fund. For the Independent Person, remuneration will be set contractually and be proportionate to the responsibilities and experience of the successful candidate.

7.0 Legal Considerations

7.1 As explained in the report, the Council has a statutory duty to appoint an Independent Person and LGPS Senior Officer in accordance with LGPS Regulations and statutory guidance by 31 December 2026.

8.0 Equity, Diversity & Inclusion (EDI) Considerations

8.1 Not applicable.

9.0 Climate Change and Environmental Considerations

9.1 Not applicable.

10.0 Human Resources/Property Considerations (if appropriate)

10.1 Not applicable.

11.0 Communication Considerations

11.1 Not applicable.

Report sign off:

Minesh Patel
Corporate Director of Finance and Resources